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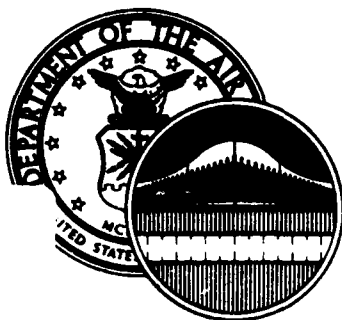
AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH AFB TX F/G 5/9  
DENTAL LABORATORY CAREER LADDER AFS 982X0.(U)  
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# OCCUPATIONAL SURVEY REPORT



DENTAL LABORATORY CAREER LADDER

AFS 982X0

AFPT 90-982-466

SEPTEMBER 1982

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HQ USAF/MPPT	1	1		1
HQ USAFE/DPAT	3	3		3
HQ USAFE/DPATC	1	1		1
HQ USMC/OMU	1	1		
LMDC/AN	1			
NODAC	1	1		
SHCS/MSO (SHEPPARD AFB TX - MEDICAL)	6	2	2	9
3507 ACS/DPUI	1	1		

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## PREFACE

This report presents the results of an Air Force Occupational Survey of the Dental Laboratory Specialist/Technician career ladder (AFSC 982X0). The survey was requested by the USAF School of Health Care Sciences, Sheppard AFB TX. Authority for conducting occupational surveys is contained in AFR 35-2. Computer products upon which this report is based are available for use by operations and training officials.

The survey instrument for this project was developed by CMSgt Donald J. Cochran, Inventory Development Specialist. Mr. Bill Feltner provided computer support for this project. Dr. Linda Aslett analyzed the survey data and wrote the report. This report was reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Measurement Center, Randolph AFB, Texas 78150.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to the USAF Occupational Measurement Center, attention to the Chief, Occupational Analysis Branch (OMY), Randolph AFB, Texas 78150 (AUTOVON 487-5811).

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## SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were completed by 498 job incumbents holding DAFSC 982X0 (representing 72 percent of total assigned strength). This sample was representative in terms of both MAJCOM and grade distribution and provided a comprehensive view of career ladder jobs.
2. Specialty Structure: Most 982X0 career ladder incumbents work as Base Dental Laboratory Technicians or as Crown and Bridge Fabricators (at both area and dental laboratories). Nine-skill and CEM personnel grouped into an independent job type; training personnel grouped with technicians according to common tasks performed. Many area dental laboratory personnel formed into four independent job types, (two related to RPD fabrication, one related to ceramic prostheses fabrication, and one related to orthodontic duties).
3. DAFSC and Skill-Level Task Differences: The majority of 3- and 5-skill level personnel performed technical tasks appropriate to their assignment to either base or area laboratory. Seven-skill level personnel performed technical tasks of increased difficulty and were involved increasingly in administrative and supervisory roles. The 9-skill and CEM personnel devoted their time almost exclusively to management and supervisory duties.
4. Career Ladder Documents: The AFR 39-1 Specialty Descriptions provide good descriptions of the jobs performed by 982X0 personnel. Current training documents generally were supported by survey data; however, some areas and tasks performed by few first-enlistment personnel were suggested for review.
5. Implications: Jobs performed by area dental laboratory personnel were different due to specialization. Area laboratory personnel fabricated Removable Partial Dentures (RPDs) and orthodontic appliances; base dental laboratory personnel did little or none of this work. Some overlap of jobs occurred in crown, bridge, and inlay fabrication. Channelizing training could be useful if first-enlistment personnel targeted for area dental laboratories could be identified early. Survey data did, however, reveal that approximately 64 percent of first-enlistment personnel go to a base dental laboratory for their first assignment.



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OCCUPATIONAL SURVEY REPORT  
DENTAL LABORATORY CAREER LADDER  
(AFSC 982X0)

INTRODUCTION

This is a report of an occupational survey of personnel in the Dental Laboratory Specialist/Technician career ladder completed by the Occupational Analysis Branch, USAF Occupational Measurement Center, in July 1982. The last occupational survey of this career ladder was conducted in June 1978. The present survey was requested by the School of Health Care Sciences, Training Operations Division, Sheppard AFB TX. A major purpose of this survey was to determine whether job differences between 982X0 personnel assigned to base dental laboratories and those assigned to area laboratories were sufficiently large to justify channelized technical training.

Background

The 982X0 career ladder dates from 1954 and has remained relatively stable. Temporarily, from 1957 to 1961, the 5- and 7-skill levels had two shreds--A for technicians working with precious metal alloys and B for those working with chrome cobalt alloys. The present structure contains no shredouts at any skill level. In 1978, the CEM code 98200, Dental Laboratory Manager, was added to the skill levels for this career ladder.

Personnel usually enter the Dental Laboratory career ladder by first attending the J3ABR98230 Dental Laboratory Specialist Course at the School of Health Care Sciences, Sheppard AFB, Texas. These personnel may be either "pipeline" students from basic training or personnel cross-training from other specialties. Upon completion of the 24 week course, graduates are awarded the 3-skill level. These personnel are then assigned either to one of the six area dental laboratories (Barksdale, Lackland, Lowry, and March AFBs, or Kadena and Wiesbaden ABs), or to one of the USAF base dental laboratories located worldwide.

The duties of the 3- and 5-skill level Dental Laboratory Specialist are described in AFR 39-1 as fabrication and repair of dental prostheses and appliances, performance of general laboratory administration tasks, and supervision of dental laboratory personnel. Most fabrication and repair of dentures, crowns, inlays, etc., are done under supervision of more experienced technicians. General administrative tasks include maintenance of dental laboratory records, preparation of required laboratory reports, and requisition, storage, and issuance of supplies.

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As an aid to better understanding the functions and responsibilities of dental laboratory personnel, some information follows on the organizational structure of USAF dental laboratories. Airmen in this career ladder may be assigned to either of two types of dental laboratories: a base dental laboratory (BDL) or an area dental laboratory (ADL). BDLs are responsible for supporting their associated dental facilities with the fabrication and repair of complete dentures, fixed partial dentures, crowns, and inlays. They may also repair removable partial dentures. ADLs support base dental labs within their geographic area of responsibility through the fabrication of removable partial denture frames. The six ADLs represent approximately one-third of the career ladder's personnel strength. They support the base labs in fabrication of complete dentures, fixed partial dentures, and other fixed bridge work when demands on local resources exceed the ability to produce them. Basically, ADLs function as a centralized facility for the fabrication of removable partial denture frames and as a clearing house for other prosthetic fabrication or repair backlogged at associated base dental labs.



## SURVEY METHODOLOGY

### Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-982-466 dated October 1981. A preliminary task list was prepared after reviewing pertinent career ladder publications and directives, tasks from previous survey inventories, and data from the last occupational survey report (OSR). This preliminary task list was refined and validated through personal interviews with subject-matter specialists from the School of Health Care Sciences and experienced senior personnel from one base dental lab and two area dental labs. The resulting job inventory contained a listing of 325 tasks grouped under seven duty headings and a background section containing such information as grade, lab assignment, duty title, time in service, job satisfaction and preference in lab assignment, and additional training.

### Survey Administration

During the period October 1981 through January 1982, Consolidated Base Personnel Offices (CBPOs) in operational units worldwide administered the inventory to job incumbents holding DAFSC 982X0. These personnel were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL).

Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in their current job. After checking all tasks performed, each member rated each selected task on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very small amount of time spent) through five (about average time spent) to nine (very large amount of time spent).

To determine relative time spent for each task checked by a respondent, all of an incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is divided by the sum of the total task ratings and multiplied by 100. This procedure provides a basis for comparing tasks in terms of both percent members performing and average relative percent time spent.

### Survey Sample

Personnel were selected to participate in this survey to ensure an accurate representation across major commands (MAJCOM) and paygrade groups. Table 1 reflects the percentage distribution by major command, of assigned personnel in the career ladder as of October 1981. Also shown is the MAJCOM percent distribution of survey respondents.

Table 2 reflects the paygrade group distributions, while Table 3 lists the sample distribution by TAFMS groups. About 54 percent of sampled 982X0 personnel are in the grades E-1 through E-4 (see Table 2) and 42 percent are in their first enlistment (see Table 3). The survey sample provided a good representation of the career ladder population.

TABLE 1  
COMMAND REPRESENTATION OF SURVEY SAMPLE  
982X0

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
SAC	30	31
ATC	22	21
USAFE	10	11
TAC	9	9
PACAF	8	8
MAC	8	8
AFSC	7	6
AFLC	3	3
AAC	2	2
OTHER	<u>1</u>	<u>1</u>
TOTAL	100	100

TOTAL ASSIGNED\* - 691

TOTAL ELIGIBLE FOR SURVEY\*\* - 575

TOTAL SAMPLED - 498

PERCENT SAMPLED - 72%

\*ASSIGNED STRENGTH AS OF OCTOBER 1981

\*\*EXCLUDES THOSE IN PCS STATUS, STUDENTS, HOSPITALIZED PERSONNEL, AND  
PERSONNEL WITH LESS THAN SIX WEEKS ON THE JOB

TABLE 2  
PAYGRADE REPRESENTATION OF SURVEY SAMPLE  
982X0

	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	27	27
E-4	31	27
E-5	26	30
E-6	9	11
E-7	5	4
E-8, 9	2	1

NOTE: MANNING FIGURES AS OF OCTOBER 1981

TABLE 3  
TAFMS DISTRIBUTION OF SURVEY SAMPLE

	<u>MONTHS IN THE SERVICE</u>					
	<u>1-48</u>	<u>49-96</u>	<u>97-144</u>	<u>145-192</u>	<u>193-240</u>	<u>241+</u>
NUMBER IN AFS 982X0 SAMPLE	206	140	68	37	30	17
PERCENT OF AFS 982X0 SAMPLE	42%	28%	14%	7%	6%	3%

### Task Factor Administration

In addition to completing the job inventory, selected senior 982X0 personnel (generally E-6 and E-7 technicians) were also asked to complete a second booklet for either training emphasis (TE) or task difficulty (TD). The TE and TD booklets are processed separately from the job inventories. The rating information is used in several analyses discussed in detail within this report.

Task Difficulty. Each senior technician completing a task difficulty booklet was asked to rate all inventory tasks on a nine-point scale (from extremely low to extremely high) as to relative difficulty. Difficulty is defined as the length of time required by an average member to learn to do the task. Task difficulty data were independently collected from 27 experienced 7- or 9-skill level 982X0 personnel stationed worldwide, with all raters assessing the difficulty of inventory tasks. The interrater reliability (as assessed through components of variance of standard group means) was very high--.95. Task difficulty ratings were adjusted so tasks of average difficulty would have a 5.00 rating. The resulting data is essentially a rank ordering of tasks indicating the relative degree of difficulty for each task in the inventory.

Job Difficulty Index (JDI). After computing the 982X0 task difficulty for each task item, it was then possible to compute a Job Difficulty Index (JDI) for the job groups identified in the survey analysis. This provides a relative measure of which jobs, when compared to other jobs identified, are more or less difficult. An equation using the number of tasks performed and the average difficulty per unit time spent (ADPUTS) as variables are the basis for the JDI. The index ranges from 1.0 for very easy jobs to 25.0 for very difficult jobs. The indices are adjusted so the average JDI is 13.00.

Training Emphasis. Experienced technicians completing training emphasis booklets were asked to rate tasks on a ten-point scale ranging from no training required (0) to extremely heavy training required (9). Training emphasis is a rating of which tasks require more emphasis in structured training for first-term personnel. Structured training is defined as training provided at resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal OJT, or any other organized training method. Training emphasis data were independently collected from 43 experienced 982X0 7- and 9-skill level personnel stationed worldwide. The interrater reliability (as assessed through components of variance of standard group means) for these raters was .97, indicating there was good agreement among raters as to which tasks required some form of structured training and which did not.

When used in conjunction with other information, such as percent members performing, task difficulty and training emphasis ratings can provide insight into training requirements. Such insights may help validate lengthening or shortening portions of instruction supporting AFSC needed knowledges or skills.

TABLE 4

## TASK FACTOR RATER MAJCOM DISTRIBUTION

<u>COMMAND</u>	<u>PERCENT ASSIGNED</u>	<u>PERCENT OF TASK DIF RATERS</u>	<u>PERCENT OF TRAINING EMP RATERS</u>
SAC	30	26	30
ATC	22	15	19
USAFE	10	15	7
TAC	9	3	19
PACAF	8	15	9
MAC	8	7	9
AFSC	7	11	4
AFLC	3	3	-
AAC	2	-	2
OTHER	1	4	-

## CAREER LADDER STRUCTURE

The main issue in this survey was to determine if dental laboratory specialists assigned to base laboratories and those assigned to regional area laboratories were performing jobs distinctly different enough to warrant channelized training. This issue was examined by ascertaining what jobs career ladder personnel were presently performing and how similar those jobs were to each other.

The set of tasks performed by each person in the survey sample constitutes his or her Job or Position. A group of jobs whose personnel perform many similar tasks and spend similar amounts of time performing them is called a Job Type. Job types having a substantial degree of similarity are grouped and called a Cluster. Those specialized job types too dissimilar to fit within a cluster are labeled Independent Job Types.

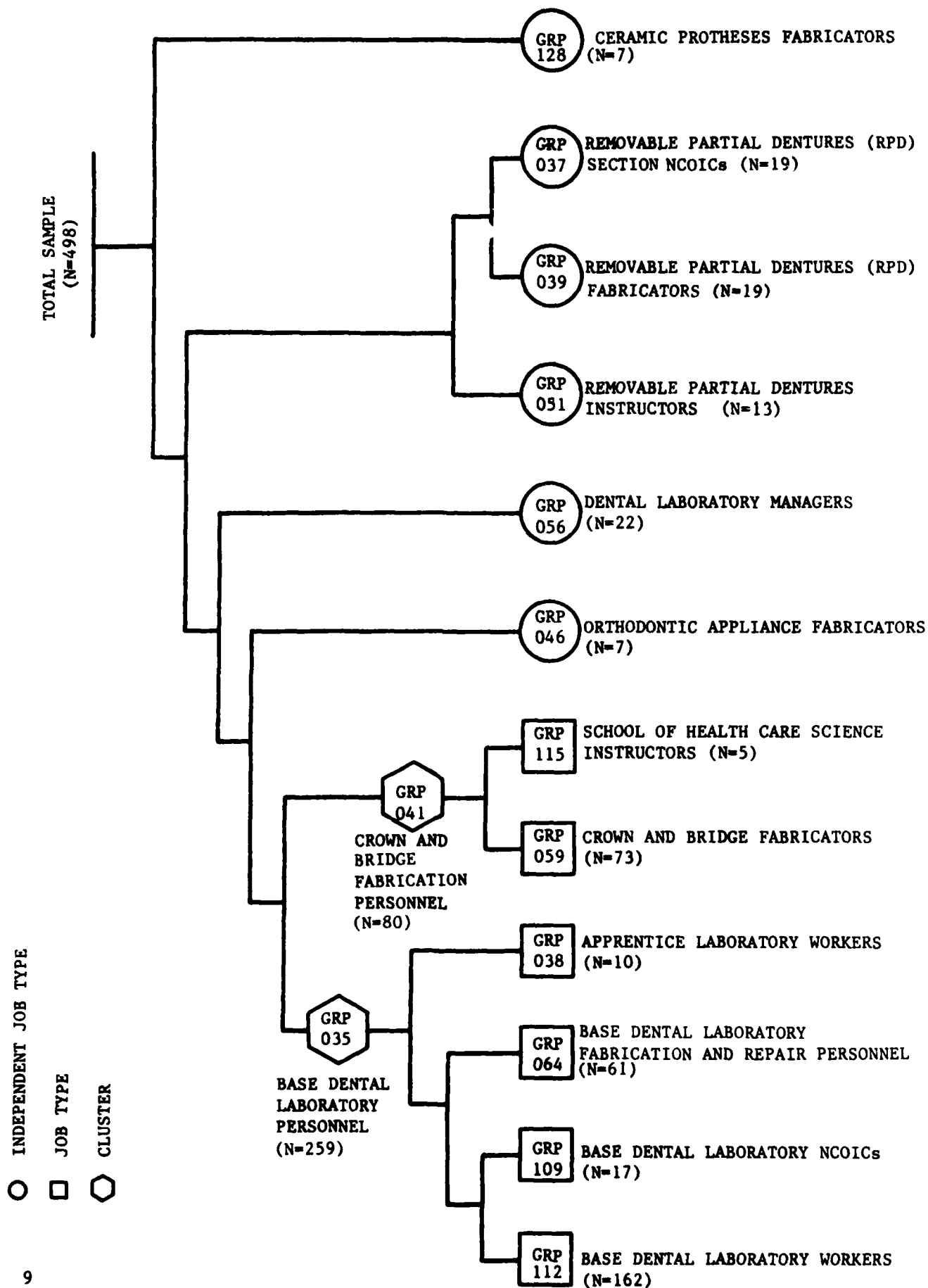
Based on the analysis of the task data, the survey sample separated into two major clusters: (1) Base Dental Laboratory personnel, and (2) Crown and Bridge Fabrication personnel, composed of both base and area laboratory personnel. Two independent jobs types, composed of both types of laboratory personnel, were also identified: Dental Laboratory Managers and Orthodontic Appliance Specialists. The majority of area laboratory personnel, however, formed no single identifiable cluster. They grouped into three independent job types relating to work with Removable Partial Dentures (RPD) and Ceramic Prostheses Fabrication.

The division of jobs performed in the 982X0 career ladder, based on task similarity and relative time spent, is illustrated in Figure 1. These clusters and job types are listed below. The group (GRP) number is referenced to computer printed information included for use by classification and training managers. The letter N stands for the number of people in the group.

- I. BASE DENTAL LABORATORY PERSONNEL CLUSTER (GRP035, N=259)
  - a. Base Dental Laboratory Workers (GRP112, N=162)
  - b. Base Dental Laboratory NCOICs (GRP109, N=17)
  - c. Base Dental Laboratory Fabrication and Repair Personnel (GRP064, N=61)
  - d. Apprentice Laboratory Workers (GRP038, N=10)
- II. CROWN AND BRIDGE FABRICATION PERSONNEL CLUSTER (GRP041, N=80)
  - a. Crown and Bridge Fabricators (GRP059, N=73)
  - b. Instructors, School of Health Care Sciences (SHCS) (GRP115, N=5)
- III. ORTHODONTIC APPLIANCE FABRICATORS (GRP046, N=7)
- IV. DENTAL LABORATORY MANAGERS (GRP056, N=22)

FIGURE 1

982X0 CAREER LADDER STRUCTURE



- V. REMOVABLE PARTIAL DENTURES (RPD) INSTRUCTORS (GRP051, N=13)
- VI. REMOVABLE PARTIAL DENTURES (RPD) FABRICATORS (GRP039, N=19)
- VII. REMOVABLE PARTIAL DENTURES (RPD) SECTION NCOICs (GRP037, N=11)
- VIII. CERAMIC PROSTHESES FABRICATORS (GRP128, N=7)

Eighty-four percent of the survey respondents were performing the jobs grouped within the two clusters and six independent job types listed above. The remaining sixteen percent performed jobs that did not group with any of the defined job types. Job titles for some of these respondents included instructor supervisor, metal finishing specialist, and blackout specialist. The set of tasks performed by these personnel separated these dental laboratory specialists from the mainstream of those in the career ladder.

### Job Descriptions

The following paragraphs describe the jobs included in the clusters and independent job types defined during the career ladder structure analysis.

I. BASE DENTAL LABORATORY PERSONNEL CLUSTER (GRP035, N=259). This cluster of survey respondents provides a comprehensive view of work done at a base dental laboratory. It is also the largest identifiable cluster within the 982X0 career ladder. Comprising 62 percent of the survey sample, cluster members are responsible for performing those duties and tasks related to the overall mission of a base dental laboratory, i.e., the fabrication and repair of dental prostheses. Half of the job time was spent performing general laboratory tasks. General laboratory tasks include work with diagnostic and master casts, repair of broken or fractured dental appliances, fabrication of some types of appliances, and miscellaneous housekeeping activities. Among these are preparing slurry water, packing molds and flasks for shipment, and weighing and mixing gypsum products. A list of representative tasks performed by cluster members appears in Table 5. Fifty-five percent of group members are 5-skill level personnel, with the remainder holding the 3- or 7-skill levels. The job of base dental lab personnel was the broadest job identified, with members performing an average of 100 tasks (out of an inventory which included 325 tasks).



TABLE 5

REPRESENTATIVE TASKS OF BASE DENTAL LABORATORY CLUSTER  
(GRP035, N=259)

FABRICATE BASEPLATES, OCCLUSION RIMS, SOFT MOUNT GUARDS, CUSTOM  
IMPRESSION TRAYS, NIGHT GUARDS, SURGICAL STENTS AND SPLINTS (TEMPLATES),  
REMOUNTING INDEXES, VERTICAL BITE OPENERS, AND ACRYLIC ORTHODONTIC  
APPLIANCES

WAX-UP OR CARVE PATTERNS FOR CROWNS, FIXED PARTIAL DENTURES

MAINTAIN TOOTH INVENTORY MANAGEMENT (TIM) FILE FOLDERS

MAKE ENTRIES ON DENTAL LABORATORY PRESCRIPTION AND CONSULTATION REQUEST  
FORMS (AF FORM 994)

POUR AND TRIM DIAGNOSTIC AND MASTER CASTS

MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES OF FACE  
BOW TRANSFERS

SOAK CASTS IN SLURRY WATER

MOUNT AND OCCLUDE CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES

ARRANGE ARTIFICIAL TEETH FOR RPDs

ADAPT AND ATTACH WROUGHT WIRE CLASPS FOR RPDs

PERFORM SELECTIVE GRINDING PROCEDURES ON RPDs AND COMPLETE DENTURES

PERFORM GENERAL HOUSEKEEPING TASKS

FINAL FINISH AND POLISH ACRYLIC PRODUCTS

HEAT CURE ACRYLIC APPLIANCES

ARRANGE ARTIFICIAL TEETH IN WAX FOR CENTRIC AND BALANCED ECCENTRIC  
OCCLUSIONS

BEAD AND BOX IMPRESSIONS

PACK CASES FOR SHIPMENT AND UNPACK CASES RECEIVED FROM OTHER BASES

CHARACTERIZE TOOTH ARRANGEMENTS AND DENTURE BASES

There were four groups identified within this cluster of base dental laboratory personnel. Two of the groups identified--Base Dental Laboratory Workers (Ia) and Apprentice Laboratory Workers (Id)), performed jobs adequately represented by the cluster description already provided. Apprentice laboratory workers were the most junior and did simple, less technical tasks than the Base Dental Laboratory Workers who were more senior in TAFMS and grade. Although task similarities among these four groups are greater than their differences, two of the groups warrant additional discussion because they were distinctly different in some aspects of the dental laboratory job they performed.

Ib. Base Dental Laboratory NCOICs (GRP109, N=17). This job type was composed of senior 5-skill level airmen, as well as some 7- and 9-skill level personnel. Each member of this group performed many of the general laboratory tasks discussed for the cluster. Approximately 42 percent of their job time was spent performing general laboratory tasks, while 23 percent was spent performing highly technical duties such as fabrication and repair of removable partial dentures (nine percent), complete dentures (eight percent), and orthodontic appliances (six percent). In addition, this job type was distinct from others in the cluster in members' performance of many supervisory and managerial tasks. Examples of such tasks performed by 60 percent or more of the group members included:

- Determine work priorities
- Develop work methods or procedures
- Supervise Dental Lab Apprentices (DAFSC 98230)  
and Dental Lab Specialists (DAFSC98250)
- Write APRs
- Establish work schedules
- Conduct OJT
- Analyze workload requirements
- Establish performance standards

Ic. Base Dental Laboratory Fabrication and Repair Personnel (GRP064, N=61). This job type was composed of experienced 5- and 7-skill level personnel. Twenty-five members of the group are 7-skill level and 47 members are supervisors. One-fourth of their job time was spent performing general laboratory tasks typical of the cluster, but their distinctive job characteristic was the 40 percent of their time spent fabricating crowns, inlays, fixed partial dentures, and ceramic prostheses. These technical tasks are among the most exacting and difficult in the career ladder and are generally performed only by senior, experienced laboratory specialists. Concentration on performance of highly technical tasks composed much of this group's job, but supervision duties were also a job component with 18 percent of their duty time spent performing such tasks. Distinguishing tasks for this job type include many tasks pertaining to fabrication, especially fabrication of ceramic prostheses:

- Perform ultrasonic cleaning procedures of contoured  
porcelain surfaces
- Wax-up or carve patterns for fixed partial dentures  
and crowns

Finish and polish dental alloys for crowns, inlays,  
or fixed partial dentures  
Lubricate dies  
Fire opaque porcelain

Although specialized technical tasks comprised the majority of this job, these laboratory specialists perform the largest number of tasks of any job group in this cluster. The average number of tasks performed by group members was 148.

II. CROWN AND BRIDGE FABRICATION PERSONNEL CLUSTER (GRP041, N=80). This cluster is composed of 3-, 5-, and 7-skill level personnel (in a variety of settings) who fabricate crowns, inlays, fixed partial dentures, and ceramic prostheses. Sixty percent of the cluster were assigned to base dental laboratories; 34 percent worked in area dental laboratories; and six percent were performing instructor duties at the School of Health Care Sciences (SHCS) at Sheppard AFB, Texas. These instructors grouped with other laboratory personnel because of the training techniques in the resident course. The course is demonstration rather than lecture oriented so the instructors performed the same basic tasks they would if they were assigned to a base or area dental laboratory. Typical tasks performed by members of this cluster are displayed in Table 6. The jobs performed by this cluster are smaller in scope than the previous strictly base dental laboratory personnel cluster. The average number of tasks performed was 60. Supervision was part of the duties of less than 30 percent of the cluster. Managerial and supervisory duties accounted for less than 10 percent of job time.

TABLE 6

REPRESENTATIVE TASKS OF CROWN AND BRIDGE FABRICATION PERSONNEL CLUSTER  
(GRP041, N=80)

WAX-UP OR CARVE PATTERNS FOR CROWNS, FIXED PARTIAL DENTURES,  
AND VARIOUS TYPES OF PONTICS OR FACINGS

DEOXIDIZE (PICKLE) GOLD ALLOYS

CAST METAL SUBSTRUCTURES USING GAS AND OXYGEN

CAST CONVENTIONAL GOLD ALLOYS USING GAS AND AIR

WAX SUBSTRUCTURE PATTERNS TO FULL CONTOUR PRIOR TO CUTBACK

BURN OUT INVESTED WAX OR PLASTIC PATTERNS

APPLY BODY OR INCISAL PROCELAIN

DESPRUE CASTINGS

CONTOUR FIRED PORCELAIN

WAX-UP PATTERNS USING WAX ADDITIVE TECHNIQUE

POUR MASTER CASTS WITH REMOVABLE DIES

CONSTRUCT STONE DIES

FIRE OPAQUE, BODY, OR INCISAL PORCELAIN

ASSEMBLE FIXED PARTIAL DENTURE COMPONENTS FOR SOLDERING

PERFORM PREVENTIVE MAINTENANCE ON CROWN AND FIXED PARTIAL  
DENTURE EQUIPMENT

Ila. Crown and Bridge Fabricators (GRP059, N=73). This job type represents those dental laboratory specialists performing fabrication tasks in both base (66 percent) and area (34 percent) dental laboratories. They differed from the Fabrication and Repair job type of the previous cluster in that these job incumbents did few general laboratory tasks and spent the majority (70 percent) of their time fabricating crowns, inlays, fixed partial dentures, and ceramic prostheses. The scope of this job was also more narrow than the base dental lab fabrication group with the average fabricator performing 50 tasks. Specific tasks performed did not differ widely from the list presented in Table 6. This job type also mirrored the main cluster in that approximately 30 percent of the group were supervisors with such duties accounting for eight percent of the job time.

Iib. Instructors, School of Health Care Sciences (SHCS) (GRP115, N=5). These personnel conducted dental laboratory specialist resident training at Sheppard AFB, Texas. As a result of the demonstration of numerous laboratory procedures and techniques, these instructors performed many of the tasks common to the cluster. Group members were, of course, distinctly different in that 25 percent of their job time specifically related to training tasks. All members developed training aids and prepared lesson plans, as well as wrote, administered, and scored tests. Thirty-five percent of their job was composed of tasks related to fabrication of crowns, inlays, and fixed partial dentures--the course content these instructors taught. These 5- and 7-skill level personnel performed an average of 78 tasks. Three of the group members considered themselves supervisors of apprentice (3-skill level) laboratory specialists, and all members performed trainee counseling on training, as well as personal or military-related matters.

III. ORTHODONTIC APPLIANCE FABRICATORS (GRP046, N=7). This small independent job type was comprised of 3-, 5-, and 7-skill level personnel who spent 78 percent of their time performing general laboratory tasks and fabricating and repairing orthodontic appliances. Because of the requirement to provide dental care in overseas locations, six group members are assigned overseas. The remaining member is assigned to Wilford Hall Medical Center, Lackland AFB, Texas, to support training of Air Force dentists. Orthodontic appliance personnel averaged performing 37 tasks, among them fabrication and repair of acrylic orthodontic appliances, shaping wire for orthodontic appliances, and performing orthodontic trim of diagnostic casts. This group represents a small, highly specialized segment of the dental laboratory career ladder.

IV. DENTAL LABORATORY MANAGERS (GRP056, N=22). This independent job type consists of individuals placed in positions of responsibility where they were removed from the requirement to perform technical tasks. Located at area dental laboratories and large base laboratories, these job incumbents spent 90 percent of their time performing supervisory and managerial duties. Only eight percent of their time was spent fabricating or repairing dental prostheses. Seventy-seven percent of the group members hold a 7- or 9-skill level and 90 percent supervise other dental laboratory personnel. Their duty titles ranged from Dental Laboratory Manager or Superintendent (46 percent) and Dental Laboratory Department NCOIC (37 percent) to Dental Laboratory Supply Custodian (nine percent). This group performed an average of 78 tasks, mostly supervisory or administrative in nature. Examples of such tasks included writing APRs, interpreting policies, directives, or procedures for subordinates, determining scheduling and workload requirements, and counseling personnel on training progress, as well as personal or military-related matters.

V. REMOVABLE PARTIAL DENTURES (RPD) INSTRUCTORS (GRP051, N=13). Members of this independent job type spent the majority of their time performing technical tasks related to fabrication and repair of removable partial dentures (37 percent) in support of training. Seven members of the job group are resident course instructors at Sheppard AFB's School of Health Care Sciences. Other members are area laboratory personnel involved in

on-the-job training programs. The instructors grouped with field area laboratory personnel due to the emphasis in training on demonstration of techniques. Such an emphasis results in similar task responses. A selective list of RPD technical tasks performed appears in Table 7. Training tasks performed which differentiated this group from other RPD personnel included counseling of personnel, administration and scoring of tests, and evaluation of training progress. The average number of tasks performed was 66 and 31 percent of group members were supervisors.

VI. REMOVABLE PARTIAL DENTURES (RPD) FABRICATORS (GRP039, N=19). These personnel were found only at area laboratories and were responsible for the fabrication of RPDs. They spent 92 percent of their time performing RPD fabrication and general laboratory tasks. They spent only one percent of their time performing those technical duties associated most closely with base dental laboratories, i.e., fabrication of crowns, inlays, fixed partial dentures, or fabrication and repair of complete dentures. Sixty-eight percent of this group were 3-skill level personnel and 75 percent were in their first-enlistment. This job type represents one of the most specialized among the 982X0 personnel. RPD fabricators performed an average of only 12 inventory tasks. These include:

- Finish and polish dental alloys for RPDs
- Check finished framework on duplicate master casts  
for accurate fit
- Solder metal frameworks of RPDs electrically
- Desprue castings

TABLE 7

REPRESENTATIVE TECHNICAL TASKS OF RPD INDEPENDENT JOB TYPES

SANDBLAST OR SHELLBLAST APPLIANCES  
BURN OUT INVESTED WAX OR PLASTIC PATTERNS  
TI-LECTRO POLISH CASTINGS  
FINISH AND POLISH DENTAL ALLOYS FOR RPDs  
POUR AND TRIM REFRACTORY CASTS  
MARK INVESTMENT MOLDS WITH INGOT SIZE  
BLOCK OUT UNDESIRABLE UNDERCUTS  
BLOCK OUT AND RELIEVE MASTER CASTS  
ADAPT WROUGHT WIRE CLASPS FOR RPDs  
DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT  
WAX DIP REFRACTORY CASTS  
PERFORM PAINT-ON PROCEDURES FOR INVESTMENTS  
SPRUE WAX PATTERNS FOR RPDs  
DUPLICATE MASTER CASTS  
PERFORM SELECTIVE GRINDING PROCEDURES ON RPDs  
PERFORM PREVENTIVE MAINTENANCE ON RPD EQUIPMENT

VII. REMOVABLE PARTIAL DENTURES (RPD) SECTION NCOICs (GRP037, N=11). This independent job type contains 7- and 9-skill level personnel exclusively. Forty percent of their job time was spent performing management and supervision tasks, while the remaining job time was spent fabricating RPDs. Despite the joining of supervisory tasks to performance of RPD fabrication tasks, group members still performed few tasks, with the average being 28. Tasks performed by nine or more of the group included checking finished framework on duplicate master casts for accurate fit, finishing and polishing dental alloys for RPDs, soldering metal frameworks of RPDs electrically, and supervising dental laboratory specialists.

VIII. CERAMIC PROSTHESES FABRICATORS (GRP128, N=7). This independent job type reflected another highly specialized area laboratory job within the 982X0 career ladder. Three-, 5-, and 7-skill level personnel are represented within the group. Fifty-seven percent are in their first enlistment and the average number of tasks performed was 19. Eighty percent of this group's time was spent fabricating porcelain products. An additional eight percent was spent fabricating crowns, inlays, and fixed partial dentures. Common tasks performed included applying and firing body or incisal porcelain, contouring fired porcelain, and staining porcelain restorations.

#### Comparisons of Specialty Jobs

Clusters and independent job types identified are shown in Tables 8 and 9, along with selected background information and job satisfaction data.

The two largest groups in the survey were the Base Dental Laboratory Personnel Cluster and the Crown and Bridge Fabrication Personnel Cluster. These 982X0 personnel groups were very similar in percent of first-enlistment (34-39 percent), grade, average months in career field, and average months of total active federal military service (TAFMS). The two clusters differed in both number of tasks performed and size of group. The Base Dental Laboratory cluster accounted for 62 percent of the survey sample, and members averaged performing 100 tasks, by far the most diverse job identified. The Crown and Bridge Fabrication Cluster, comprised of SHCS instructors and crown and bridge fabricators, accounted for 19 percent of the survey group, with members performing an average of 60 tasks.

The independent job types identified tended toward specialization and unique characteristics. The two most senior personnel groups were the Dental Laboratory Managers and the RPD Section NCOICs. Several specialized jobs performed by few 982X0 personnel were identified: Orthodontic Appliance Fabricators, performing an average of 37 tasks; Ceramic Prostheses Personnel, performing an average of 19 tasks; and RPD Fabricators, performing an average of 12 tasks. All of these groups contained small numbers of first-enlistment personnel.

Job satisfaction among 982X0 personnel was very good (Table 9). The vast majority of members found their jobs interesting, as well as making good use of training and talent. Three groups were less satisfied: RPD Instructors, RPD Fabricators, and Orthodontic Appliance Fabricators. All three groups reported consistently lower feelings of accomplishment on the job than other job groups identified. Additionally, RPD Fabricators believed their job did not adequately use their talents or training. This group also reported the lowest reenlistment intention of any job group (see Table 9). Feelings of job dissatisfaction may relate to the highly specialized nature and narrow scope of the job. Group members spent each duty day performing an average of 12 tasks. Repetition and resulting boredom or frustration could be a problem among these technicians.

Career ladder jobs were compared for difficulty using the Job Difficulty Index (JDI) described in the TASK FACTOR ADMINISTRATION portion of this report. The JDI is based on the number of tasks performed and the relative



difficulty of these tasks. The index ranges from 1.0 for very simple jobs to 25.0 for the most demanding jobs. This index provides an overview of jobs within a career ladder and pinpoints those jobs of increasing responsibility and broader scope.

Table 8 displays the JDI values for the jobs performed by 982X0 personnel. The most difficult jobs are Dental Laboratory Managers, followed by the Base Dental Laboratory personnel and Crown and Bridge Fabrication personnel clusters. Jobs with the lowest JDI were those extremely narrow in scope--RPD Fabricators and Ceramic Prostheses personnel. Note that RPD Fabricators, the job with the lowest JDI value, was also the 982X0 job with the lowest job satisfaction of all job groups.

As discussed earlier, analysis of the 982X0 career ladder structure revealed base dental laboratory personnel performed a broad range of tasks and made up approximately 64 percent of career ladder personnel. Area laboratory personnel performed small, specialized jobs composed of a narrow range of tasks. Base and area laboratory personnel grouped together in some fabrication tasks (crowns and bridges) and at senior supervisory levels but, generally, base and area laboratory airmen performed different jobs. The nature of these differences was apparent when job descriptions for 3- and 5-skill level airmen at area and base dental laboratories were compared (see Appendix B for complete job descriptions).

The 237 3- and 5-skill level personnel who indicated they worked in a base dental laboratory, were primarily concerned with general laboratory tasks and fabrication of crowns, inlays, and fixed partial dentures. The majority of these airmen (79 percent) grouped with the Base Dental Laboratory Personnel Cluster with most appearing in the Laboratory Worker group. Fifty-nine percent of the Fabrication and Repair Personnel job type were also base dental laboratory 3- and 5-skill level personnel. Small numbers of base dental laboratory personnel were performing the independent job type of Orthodontic Appliance Fabricators. Each 3- and 5-skill level base laboratory airman performed an average of 96 tasks. Table 10 presents a sample list of common tasks performed by 98230/50 personnel assigned to a base dental laboratory.

The jobs performed by the 3- and 5-skill level area laboratory dental laboratory specialist were quite different. These 133 airmen were primarily involved in the fabrication and repair of removable partial dentures (RPDs) and performance of general laboratory tasks. Five-skill level area laboratory personnel were also somewhat more involved in supervision than their base dental laboratory peers (see Table 11). The majority of area laboratory personnel grouped either with the Crown and Bridge Fabrication Personnel Cluster (32 percent), specifically in the Crown and Bridge Fabricator group, or in the RPD Fabricator and Ceramic Prostheses Fabricator independent job types (25 percent). Overall, area laboratory jobs for 3- and 5-skill level airmen were more specialized and narrower in scope than base dental laboratory 3- and 5-skill level jobs. Correspondingly, area laboratory personnel performed an average of 27 tasks compared to 96 tasks for base dental laboratory 3- and 5-skill level airmen. Table 12 provides a representative list of common tasks performed by 30 percent or more of 3- and 5-skill level area laboratory personnel.

In summary, jobs performed by area laboratory personnel were narrower, more specialized jobs relating to fabrication of RPDs, ceramic prostheses, and orthodontic appliances. Base dental laboratory personnel did little or none of this work. They had diverse jobs involving performance of more general laboratory tasks and fabrication of crowns, inlays, and fixed partial dentures.

TABLE 8  
SELECTED BACKGROUND INFORMATION FOR CLUSTERS AND INDEPENDENT JOB TYPES

	CROWN AND		ORTHODONTIC		DENTAL LAB.		RPD		RPD SECTION		CERAMIC PROSTHESES FABRICATORS (GRP128)
	BASE DENTAL LABORATORY PERSONNEL (GRP035)	BRIDGE FABRICATION PERSONNEL (GRP041)	APPLIANCE FABRICATORS (GRP046)	MANAGERS (GRP056)	INSTR. (GRP051)	FABRICATORS (GRP039)	NCIOICs (GRP037)				
NUMBER IN GROUP	259	80	7	22	13	19	11				
PERCENT OF TOTAL SAMPLE	62%	19%	2%	5%	3%	4%	3%				
PERCENT IN CONUS	76%	75%	14%	73%	85%	84%	64%				
DAFSC DISTRIBUTION											
98230	24%	23%	29%	-	15%	68%	-			29%	
98250	55%	56%	57%	14%	62%	32%	91%			57%	
98270	21%	20%	14%	50%	23%	-	9%			14%	
98290	*	-	-	27%	-	-	-			-	
98200	-	-	-	9%	-	-	-			-	
AVG. GRADE											
AVG. MONTHS IN CAREER FIELD	4.4	4.5	4.2	6.9	4.8	3.4	4.9			4.2	
AVG. MONTHS IN SERVICE	66	64	76	165	73	24	99			56	
	83	78	82	214	89	32	114			56	
PERCENT IN FIRST ENLISTMENT											
PERCENT SUPERVISING	39%	34%	28%	-	22%	75%	-			57%	
AVERAGE NO. OF TASKS PERFORMED	37%	39%	28%	90%	31%	5%	73%			43%	
JOB DIFFICULTY INDEX (JDI) (AVERAGE JDI = 13.00)	100	60	37	78	66	12	28			19	
	14.7	13.9	11.2	16.5	17.7	5.7	10.1			9.7	

\*LESS THAN ONE PERCENT

TABLE 9  
JOB SATISFACTION INFORMATION FOR 982X0 JOB GROUPS  
(PERCENT RESPONDING)

	BASE DENTAL LABORATORY PERSONNEL (GRP035)	CROWN AND BRIDGE FABRICATION PERSONNEL (GRP041)	ORTHODONTIC APPLIANCE FABRICATORS (GRP046)	DENTAL LAB. MANAGERS (GRP056)	RPD INSTR. (GRP051)	RPD FABRICATORS (GRP039)	RPD SECTION MCOICs (GRP037)	CERAMIC PROSTHESES FABRICATORS (GRP128)
HOW DO YOU FIND YOUR JOB:								
DULL	3	3	14	5	23	11	9	14
SO-SO	5	8	-	5	8	32	9	-
INTERESTING	91	89	71	90	69	57	82	86
HOW WELL DOES YOUR JOB UTILIZE YOUR TALENTS:								
VERY LITTLE OR NOT AT ALL	6	5	-	4	15	58	18	29
FAIRLY WELL TO PERFECTLY	93	95	100	96	85	37	82	71
HOW WELL DOES YOUR JOB UTILIZE YOUR TRAINING:								
VERY LITTLE OR NOT AT ALL	6	9	14	9	-	37	9	29
FAIRLY WELL TO PERFECTLY	94	91	86	91	100	63	91	71
HOW SATISFIED ARE YOU WITH THE SENSE OF ACCOMPLISHMENT GAINED FROM YOUR JOB:								
DISSATISFIED	4	11	14	18	23	21	18	14
AMBIVALENT	5	9	14	-	8	11	-	-
SATISFIED	90	78	71	82	68	63	81	85
DO YOU PLAN TO REENLIST:								
NO, I WILL RETIRE WITH 20 YR MILITARY SERVICE	7	5	-	23	-	-	-	-
NO OR PROBABLY NO	33	25	29	18	23	47	18	43
YES OR PROBABLY YES	60	70	57	59	77	53	82	57

TABLE 10  
REPRESENTATIVE TASKS PERFORMED BY 98230/50 PERSONNEL:  
BASE DENTAL LABORATORY

TASKS	PERCENT MEMBERS PERFORMING
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	95
F157 PERFORM GENERAL HOUSEKEEPING TASKS	94
F158 POUR AND TRIM DIAGNOSTIC CASTS	89
F159 POUR AND TRIM MASTER CASTS	89
F164 PREPARE SLURRY WATER	82
F172 SELECT ARTIFICIAL TEETH	81
F171 SANDBLAST OR SHELLBLAST APPLIANCES	81
F181 WEIGH AND MIX GYPSUM PRODUCTS	80
F147 FLASK PROSTHETIC APPLIANCES FOR PROCESSING	79
F148 HEAT CURE ACRYLIC APPLIANCES	79
H196 ARRANGE ARTIFICIAL TEETH FOR RPDs	77
F179 WAX-UP AND CONTOUR DENTURE BASES	76
F155 PACK FLASKED APPLIANCES	70
I249 MOUNT CAST FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	68
I259 SPRUE WAX PATTERNS FOR CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	65
F130 BURNOUT INVESTED WAX OR PLASTIC PATTERNS	61
I230 CHECK FINISHED CASTING ON DIE FOR ACCURATE FIT	61
I677 WEIGH AND MEASURE DENTAL LABORATORY MATERIALS USING TROY SYSTEM	57
K301 FINISH AND POLISH ORTHODONTIC APPLIANCES	55
F150 MAKE ADJUSTMENTS TO IMPRESSION TRAYS, SUCH AS STRENGTHENING OR PERFORATING	54
E113 MAKE ENTRIES ON DENTAL LABORATORY PRESCRIPTION AND CONSULTATION REQUEST FORMS (AF FORM 994)	52
K294 BEND WIRE FOR ORTHODONTIC APPLIANCES	51
I229 CAST CONVENTIONAL GOLD ALLOYS USING GAS AND AIR	50
I265 WAX-UP PATTERNS USING WAX ADDITIVE TECHNIQUE	47
A3 DETERMINE WORK PRIORITIES	42
E123 RECEIVE SUPPLIES	42

TABLE 11

## SUPERVISORY TASKS PERFORMED BY 98250 PERSONNEL

<u>TASKS</u>	<u>PERCENT AREA LAB PERSONNEL PERFORMING</u>	<u>PERCENT BASE LAB PERSONNEL PERFORMING</u>
C69 WRITE APRs	38	32
B48 SUPERVISE DENTAL LABORATORY SPECIALISTS (AFSC 98250)	36	24
B46 SUPERVISE APPRENTICE DENTAL LABORATORY SPECIALISTS (AFSC 98230)	36	27
A12 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	40	57
D75 CONDUCT OJT	26	33

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY 98230/50 PERSONNEL:  
AREA DENTAL LABORATORY

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F157 PERFORM GENERAL HOUSEKEEPING TASKS	50
F171 SANDBLAST OR SHELLBLAST APPLIANCES	44
H195 ADAPT WROUGHT IRON CLASPS FOR RPDs	38
F138 ELIMINATE POSITIVE STONE NODULES	34
F135 DESPRUE CASTING	33
H197 ATTACH WROUGHT IRON CLASPS TO RPDs	32
H219 SPRUE WAX PATTERNS FOR RPDs	30
H203 FINISH AND POLISH DENTAL ALLOYS FOR RPDs	30
H220 TI-LECTRO POLISH CASTINGS	30
H221 TRANSFER DESIGNS FROM MASTER CASTS TO REFRACTORY CASTS	29

## ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational analysis. The DAFSC analysis identifies differences in task performance at various skill levels. This information is also used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS), reflect what career ladder personnel are actually doing in the field.

DAFSC 98230/50: These 392 personnel were primarily involved in performance of general laboratory tasks and fabrication of crowns, inlays, and fixed partial dentures. Thirty-eight percent of their duty time was occupied with general laboratory tasks such as work with diagnostic and master casts, repair of broken or fractured dental appliances, and miscellaneous housekeeping activities. Eighteen percent of their job time was spent fabricating crowns, inlays, and fixed partial dentures. The duty occupying the third most time was fabrication and repair of removable partial dentures (16 percent). Three- and 5-skill level personnel formed the overwhelming majority of all job groups discussed in the CAREER LADDER STRUCTURE section except for the most senior job group of Dental Laboratory Managers. They represented over 85 percent of Orthodontic Appliance Fabricators, Ceramic Prostheses Fabricators, and Removable Partial Dentures (RPD) Section NCOICs. Three- and 5-skill level airmen also comprised over 75 percent of the Base Dental Laboratory Personnel and Crown and Bridge Fabrication Personnel clusters as well as Removable Partial Dentures (RPD) Fabricators. Three- and five-skill level personnel are obviously well dispersed throughout the career ladder's technical jobs. Table 13 displays tasks commonly performed by airmen at these skill levels.

TABLE 13

## REPRESENTATIVE TASKS PERFORMED BY 98230/50 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
F157 PERFORM GENERAL HOUSEKEEPING TASKS	78
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	70
F171 SANDBLAST OR SHELLBLAST APPLIANCES	67
F149 KEY OR SCORE CASTS	63
F138 ELIMINATE POSITIVE STONE NODULES	61
F158 POUR AND TRIM DIAGNOSTIC CASTS	60
F181 WEIGH AND MIX GYPSUM PRODUCTS	60
F159 POUR AND TRIM MASTER CASTS	60
F164 PREPARE SLURRY WATER	58
F174 SOAK CASTS IN SLURRY WATER	57
F146 FINAL FINISH AND POLISH ACRYLIC PRODUCTS	57
F156 PAINT MOLDS WITH TINFOIL SUBSTITUTES	56
F139 FABRICATE CUSTOM IMPRESSION TRAYS	55
F172 SELECT ARTIFICIAL TEETH	55
F160 PREPARE CASTS FOR FLASKING	54
F161 PREPARE CASTS OR MATRICES FOR DENTURE REPAIR	54
F133 CLEAN AND PREPARE MOLDS FOR PACKING	54
F134 DEFLASK PROCESSED APPLIANCES	54
F129 BOIL OUT WAX FROM MOLDS	54
H196 ARRANGE ARTIFICIAL TEETH FOR RPDs	53
F162 PREPARE FRACTURED AREAS OF DENTURES TO RECEIVE NEW ACRYLIC MATERIAL	53
F143 FABRICATE SOFT MOUTH GUARDS	53
F147 FLASK PROSTHETIC APPLIANCES FOR PROCESSING	53
F148 HEAT CURE ACRYLIC APPLIANCES	53
F169 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS	53
F125 BEAD AND BOX IMPRESSIONS	53
F163 PREPARE IMPRESSIONS FOR POURING DIAGNOSTIC CASTS OR MASTER CASTS	53
F180 WEIGH AND MEASURE DENTAL LABORATORY MATERIALS USING METRIC SYSTEM	52
F142 FABRICATE OR ADAPT BASEPLATES	52
I249 MOUNT CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	51



DAFSC 98270: As career ladder personnel progressed from the 3- and 5-skill levels to the 7-skill level, the jobs they performed took on additional supervisory emphasis. The job differences noted between base dental labs and area labs continued. Ninety-five 7-skill level personnel made up the total group: 69 were assigned to base labs and were performing an average of 109 tasks; 17 were assigned to area labs performing an average of 29 tasks; and the remaining seven were involved in resident training.

These more experienced personnel grouped within the Base Dental Laboratory NCOIC and Removable Partial Dentures Section NCOIC groups, but were also found in several of the fabrication groups and area lab independent job types where they performed more technical, highly skilled tasks. Those members assigned to base dental laboratories continued to spend most of their time performing general laboratory tasks (30 percent) or fabricating crowns, inlays, and fixed partial dentures (20 percent). Seven-skill level personnel assigned to area laboratories spent their time fabricating removable partial dentures and ceramic prostheses (27 percent) and supervising and evaluating work performed (31 percent). Table 14 presents a general overview of work performed at this level of the 982X0 career ladder.

AFSC 98290/00: The nine members at this skill level are clearly the managers in this career ladder, spending 83 percent of their time performing supervisory and managerial tasks. They grouped with the Dental Laboratory Manager and Base Dental Laboratory NCOIC groups. Table 15 lists those tasks performed by 85 percent or more of this group. Although most of their time was spent supervising and managing, group members must be experienced in the technical tasks associated with the career ladder. The most common technical tasks they performed were of high difficulty, involving the fabrication of crowns, inlays, fixed partial dentures, and porcelain products.

TABLE 14

## REPRESENTATIVE TASKS PERFORMED BY 98270 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
C69 WRITE APRs	81
A3 DETERMINE WORK PRIORITIES	74
A12 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	74
F157 PERFORM GENERAL HOUSEKEEPING TASKS	73
B48 SUPERVISE DENTAL LAB SPECIALISTS	71
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	68
F138 ELIMINATE POSITIVE STONE NODULES	68
B29 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	68
E113 MAKE ENTRIES ON DENTAL LABORATORY PRESCRIPTION AND CONSULTATION REQUEST FORMS (AF FORM 994)	64
E118 MAKE ENTRIES ON RECORD OF DENTAL PRECIOUS METALS AND ALLOYS FORMS (AF FORM 520)	63
F159 POUR AND TRIM MASTER CASTS	63
I243 FINISH AND POLISH DENTAL ALLOYS FOR CROWNS, INLAYS, OR FIXED PARTIAL DENTURES	56
J271 APPLY OPAQUE PORCELAIN	45
D73 ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	44
J272 CAST METAL SUBSTRUCTURES USING CAST AND OXYGEN	40
I226 APPLY DIE SPACER TO DIE	36

TABLE 15

## TASKS PERFORMED BY 85 PERCENT OR MORE 98290/00 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
B29 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	100
B36 DRAFT OR WRITE CORRESPONDENCE	100
C69 WRITE APRs	100
C53 ENDORSE APRs	100
A12 PARTICIPATE IN MEETINGS	100
A8 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	100
A9 ESTABLISH PERFORMANCE STANDARDS	100
A24 SCHEDULE LEAVES, PASSES, OR TDYS	100
A2 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	100
B42 INITIATE PERSONNEL ACTIONS	89
B25 ASSIGN PERSONNEL TO DUTY POSITIONS	89
B45 ORIENT NEWLY ASSIGNED PERSONNEL	89
B50 SUPERVISE DENTAL LAB TECHNICIANS (AFSC98270)	89
C59 EVALUATE INSPECTION REPORTS OR PROCEDURES	89
A3 DETERMINE WORK PRIORITIES	89
C71 WRITE STAFF STUDIES SURVEYS, OR SPECIAL REPORTS	89
A5 DEVELOP SELF-INSPECTION PROGRAMS	89
C61 EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	89
B26 CONDUCT BRIEFING	89
A1 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	89

### Summary

Job progression within the 982X0 career ladder followed normal patterns. Lower skill levels performed tasks predominantly technical in nature. Technical tasks differed substantially depending upon whether personnel were assigned to a base or area dental laboratory. As skill level increased, additional emphasis on supervision and management responsibilities were noted.

## ANALYSIS OF EXPERIENCE GROUPS (TAFMS)

Utilization patterns for survey respondents in different Total Active Federal Military Service (TAFMS) groups were examined to determine if there were differences in tasks performed. The 982X0 members surveyed fit the usual pattern seen in most career ladders. As time in service increased, there was a corresponding increase in performance of duties involving supervisory, managerial, and training tasks (see Table 16). As time spent on these tasks increased, time spent performing technical tasks declined. Through the fourth enlistment, technical tasks remained the focus of dental laboratory specialist jobs. Following a transition during the fifth enlistment, the sixth enlistment found supervisory and managerial functions accounting for the majority of the respondent's time.

### First-Enlistment Personnel

Figure 2 shows the distribution of first-enlistment personnel across the job groups discussed in the CAREER LADDER STRUCTURE portion of this report. First-enlistment personnel (1-48 months) spent the major portion of their job time performing the technical tasks associated with either base or area dental laboratory, depending on their initial assignment. Personnel assigned to a base dental laboratory spent over 50 percent of their time performing general laboratory tasks and 17 percent of their time fabricating and repairing crowns, inlays, and fixed partial dentures (see Table 16). If the first-enlistment airman was assigned to one of the six regional area laboratories, the focus of work was quite different. Forty percent of the job time was devoted to fabrication and repair of removable partial dentures, with another 23 percent of the job time spent in the performance of general laboratory tasks (see Table 16). Note that the relative time spent performing technical tasks was closely aligned only in the fabrication of crowns, inlays, and fixed partial dentures. Otherwise, as discussed in the CAREER LADDER STRUCTURE section of this report, base and area laboratory personnel performed substantially different technical tasks. Table 17 presents those tasks performed by most first-enlistment personnel assigned to base laboratories. Table 18 displays tasks performed by most first-enlistment personnel at area laboratories.

FIGURE 2  
DISTRIBUTION OF FIRST ENLISTMENT PERSONNEL  
ACROSS CAREER LADDER JOBS  
(PERCENT MEMBERS RESPONDING)  
(N=157)

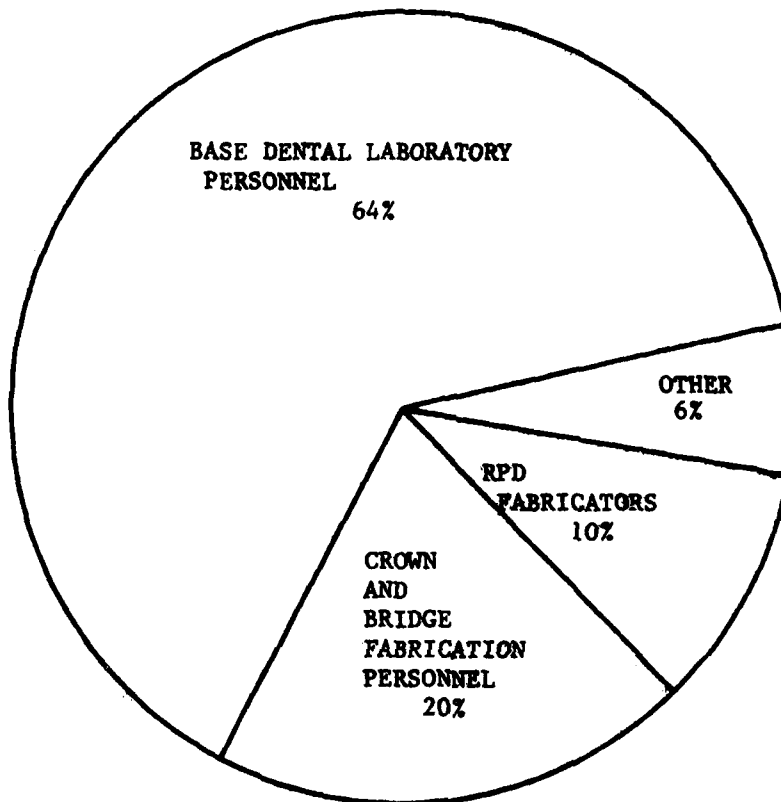


TABLE 16

PERCENT TIME SPENT ON DUTIES BY 982X0 EXPERIENCE GROUPS  
(RELATIVE TIME SPENT)

DUTY	ENLISTMENT GROUPS (MONTHS TAFMS)						
	1-48 BASE (N=125)	AREA (N=76)	49-96 (N=139)	97-144 (N=68)	145-192 (N=37)	193-240 (N=31)	241+ (N=17)
A ORGANIZING AND PLANNING	2	1	4	5	7	10	17
B DIRECTING AND IMPLEMENTING	1	1	4	8	9	12	17
C INSPECTING AND EVALUATING	*	*	2	4	6	9	15
D TRAINING	*	*	3	8	7	6	7
E ADMINISTRATIVE AND SUPPLY TASKS	3	3	3	6	5	7	6
F GENERAL LABORATORY TASKS	53	23	36	28	26	20	18
G FABRICATING AND REPAIRING COMPLETE DENTURES	7	*	4	4	3	3	3
H FABRICATING AND REPAIRING REMOVABLE PARTIAL DENTURES (RPD)	6	40	12	11	9	4	2
I FABRICATING CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	17	20	19	15	16	15	7
J FABRICATING CERAMIC PROSTHESES	4	9	9	7	10	11	5
K FABRICATING AND REPAIRING ORTHODONTIC APPLIANCES	6	2	4	4	2	4	3
L FABRICATING SPECIAL PROSTHESES	*	*	*	*	*	*	*

\*LESS THAN ONE PERCENT

TABLE 17

TASKS PERFORMED BY MOST FIRST-ENLISTMENT 982X0 PERSONNEL:  
BASE DENTAL LABORATORY

TASKS	PERCENT MEMBERS PERFORMING
F157 PERFORM GENERAL HOUSEKEEPING TASKS	96
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	94
F159 POUR AND TRIM MASTER CASTS	90
F158 POUR AND TRIM DIAGNOSTIC CASTS	90
F149 KEY OR SCORE CASTS	90
F139 FABRICATE CUSTOM IMPRESSION TRAYS	87
F156 PAINT MOLDS WITH TINFOIL SUBSTITUTES	86
F146 FINAL FINISH AND POLISH ACRYLIC PRODUCTS	84
F142 FABRICATE OR ADAPT BASEPLATES	84
F161 PREPARE CASTS OR MATRICES FOR DENTURE REPAIR	84
F162 PREPARE FRACTURED AREAS OF DENTURES TO RECEIVE NEW ACRYLIC MATERIAL	84
F181 WEIGH AND MIX GYPSUM PRODUCTS	83
F133 CLEAN AND PREPARE MOLDS FOR PACKING	83
F141 FABRICATE OCCLUSION RIMS	83
F148 HEAT CURE ACRYLIC APPLIANCES	82
F169 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS	82
F160 PREPARE CASTS FOR FLASKING	82
F143 FABRICATE SOFT MOUTH GUARDS	82
F147 FLASK PROSTHETIC APPLIANCES FOR PROCESSING	82
F163 PREPARE IMPRESSIONS FOR POURING DIAGNOSTIC CASTS OR MASTER CASTS	81
F134 DEFLASK PROCESSED APPLIANCES	81
H196 ARRANGE ARTIFICIAL TEETH FOR RPDs	80
F170 REPLACE BROKEN OR MISSING ARTIFICIAL TEETH ON COMPLETE OR PARTIAL DENTURE BASES	80
F171 SANDBLAST OR SHELL BLAST APPLIANCES	79
F129 BOIL OUT WAX FROM MOLDS	79
G191 REMOUNT CASTS	79



TABLE 18

TASKS PERFORMED BY THE MOST FIRST-ENLISTMENT 982X0 PERSONNEL:  
AREA DENTAL LABORATORY

TASKS	PERCENT MEMBERS PERFORMING
F157 PERFORM GENERAL HOUSEKEEPING TASKS	49
F171 SANDBLAST OR SHELLBLAST APPLIANCES	47
H195 ADAPT WROUGHT WIRE CLASPS FOR RPDs	39
H223 WAX AND ADAPT COMPONENTS OF FRAMEWORK PATTERNS ON REFRACTORY CASTS FOR RPDs	33
F135 DESPRUE CASTINGS	33
H219 SPRUE WAX PATTERNS FOR RPDs	32
H197 ATTACH WROUGHT WIRE CLASPS TO RPDs	32
F138 ELIMINATE STONE NODULES	30
H221 TRANSFER DESIGNS FROM MASTER CASTS TO REFRACTORY CASTS	29
H220 TI-LECTRO POLISH CASTINGS	29
H203 FINISH AND POLISH DENTAL ALLOYS FOR RPDs	28
H216 SOLDER METAL FRAMEWORKS OF RPDs ELECTRICALLY	26

## ANALYSIS OF JOB SATISFACTION

Table 19 presents data reflecting the job interest, perceived utilization of talents and training, and reenlistment intentions of selected TAFMS groups. No comparative job satisfaction data was available because no medical or dental career ladder was surveyed in 1981.

AFSC 982X0 career ladder personnel reported high levels of job satisfaction. Both first-enlistment and career personnel (97+ months TAFMS) approached 90 percent favorable response, with the second enlistment dropping only to 85 percent favorable response. Perceived utilization of talents and training was uniformly high across TAFMS groups. As experience increased, somewhat higher percentage trends were noted. For example, 88 percent of first-enlistment personnel believed their training was well utilized, while 94 percent among career personnel believed their training was well utilized.

TABLE 19

COMPARATIVE UTILIZATION INDICES FOR EXPERIENCE GROUPS\*  
(PERCENT MEMBERS RESPONDING)

	FIRST ENLISTMENT 982X0 PERSONNEL (N=205)	SECOND ENLISTMENT 982X0 PERSONNEL (N=139)	CAREER 982X0 PERSONNEL (N=153)
<u>EXPRESSED JOB INTEREST:</u>			
DULL	6	6	4
SO-SO	5	9	7
INTERESTING	89	85	89
<u>PERCEIVED UTILIZATION OF TALENTS:</u>			
LITTLE OR NOT AT ALL	14	10	6
FAIRLY WELL OR BETTER	86	90	94
<u>PERCEIVED UTILIZATION OF TRAINING:</u>			
LITTLE OR NOT AT ALL	12	9	6
FAIRLY WELL OR BETTER	88	91	94
<u>REENLISTMENT INTENTIONS:</u>			
PLAN TO RETIRE	0	1	18
PLAN NOT TO REENLIST	47	33	4
PLAN TO REENLIST	53	66	76

\*COMPARATIVE SAMPLE UNAVAILABLE FOR NO REPORT OF MEDICAL OR DENTAL CAREER FIELD WAS CONDUCTED IN 1981.

## COMPARISON OF SURVEY DATA TO AFR 39-1 SPECIALTY DESCRIPTIONS

To verify the accuracy and completeness of the 982X0 specialty descriptions, the survey data were compared to the January 1982 AFR 39-1 Specialty Descriptions. The descriptions are complete, well supported by survey data, and accurately portray the duties and responsibilities of dental laboratory personnel. No duties or responsibilities were omitted nor were any trends noted during analysis of the career ladder structure which would require changes in the specialty descriptions at this time.

### MAJOR COMMAND ANALYSIS

Tasks and duties for personnel within the 982X0 career ladder were basically uniform across hosting major commands. Minor deviations existed where area laboratories were located, but this was more a function of base assignment of area laboratories than differences in major command utilization patterns.

### ANALYSIS OF CONUS/OVERSEAS DIFFERENCES

A comparison of tasks performed by 5-skill level personnel assigned within the CONUS and those assigned overseas was made for this career ladder. Only minor differences were noted.

Table 20 lists the percent time spent on each job inventory duty for the CONUS and overseas groups. CONUS personnel spent somewhat more time on the fabrication and repair of removable partial dentures (RPD) while overseas 98250 personnel spent somewhat more time on the fabrication and repair of orthodontic appliances as well as crowns, inlays, and fixed partial dentures. Such increases in time spent by overseas personnel is probably due to overseas dental laboratories having responsibility for supporting dependent dental care.

Except for these minor differences, 98250 personnel are basically utilized in a similar manner throughout the Air Force. The overseas group were a more senior group averaging 81 months time in the career field and 87 months TAFMS, while the CONUS group averaged 56 months in the career field and 70 months TAFMS.

TABLE 20

## PERCENT TIME SPENT ON DUTIES BY 98250 CONUS AND OVERSEAS GROUPS

DUTY	DAFSC 98250 ASSIGNED CONUS (N=188)	DAFSC 98250 ASSIGNED OVERSEAS (N=67)
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>		
A ORGANIZING AND PLANNING	3	4
B DIRECTING AND IMPLEMENTING	4	4
C INSPECTING AND EVALUATING	2	3
D TRAINING	4	2
<u>ADMINISTRATIVE FUNCTIONS</u>		
E PERFORMING ADMINISTRATIVE AND SUPPLY TASKS	4	4
<u>TECHNICAL FUNCTIONS</u>		
F PERFORMING GENERAL LABORATORY TASKS	35	34
G FABRICATING AND REPAIRING COMPLETE DENTURES	4	4
H FABRICATING AND REPAIRING REMOVABLE PARTIAL DENTURES (RPD)	14	11
I FABRICATING CROWNS, INLAYS AND FIXED PARTIAL DENTURES	18	19
J FABRICATING CERAMIC PROSTHESES	8	8
K FABRICATING AND REPAIRING ORTHODONTIC APPLIANCES	4	5
L FABRICATING SPECIAL PROSTHESES	*	*

\*LESS THAN ONE PERCENT

## SPECIAL ISSUES

During the survey process, information was gathered to address several items of concern to career ladder training managers. These items concerned supplemental training and instructor duty, special experience identifiers (SEIs), and laboratory experience and preference among 982X0 personnel. A summary of data regarding these special interest areas follows.

Inventory respondents were asked what SEIs they currently held and what SEIs they qualified for but had not yet received. Table 21 presents the consolidated responses by skill level. SEIs are a recent addition to the career ladder. Each requires a minimum of 48 months experience as a 982X0 to include 24 continuous months of work experience at either a base or area dental laboratory depending on the SEI. Few 982X0 personnel report holding SEIs though many qualify for them. More 7-skill level personnel hold SEIs (44 percent) than any other skill group while less than a fourth of 3-, 5-, or 9-skill level personnel have an SEI. Table 22 shows SEIs awarded across the functional job groups described in the CAREER LADDER STRUCTURE section of this report. Once again, few group members presently have any SEI.

Field personnel were asked to provide information on which type of dental laboratory they are assigned to, which type of laboratory they had the most work experience in, and which type of dental laboratory they preferred as a work environment. Table 23 displays their responses. The majority of 982X0 personnel were assigned to base dental laboratories. Only at the 9- and CEM skill level did the majority of personnel serve in area laboratories, where they were Dental Laboratory Managers or Superintendents. In addition, most dental laboratory technicians gained the bulk of their experience in base dental laboratories. Only 28 percent of 3-, 5-, and 7-skill level personnel had gained most of their laboratory experience in area laboratories. When asked which laboratory assignment was preferred, the base dental laboratory was chosen as moderately preferred at the 3- and 5-skill level (61 percent), and highly preferred at the 7-skill level (74 percent). At the senior 9-skill and CEM levels, an area laboratory was the preferred assignment (67 percent).

Career ladder personnel expressed strong interest in supplemental training, and only modest interest in instructor duty (see Table 24). Over three-fourths of respondents at all skill levels indicated interest in training courses covering orthodontics, and special prostheses. Instructor duty was of interest to fewer members; however, 29 percent of 3- and 5-skill level personnel and 33 percent of 7-skill level personnel would consider volunteering for such duty.

TABLE 21

SPECIAL EXPERIENCE IDENTIFIERS (SEIs) AMONG 982X0 PERSONNEL  
(PERCENT RESPONDING)

	DUTY AFSC		
	98230/50 (N=392)	98270 (N=95)	98290/00 (N=9)
HOLD SEI	21	44	22
<u>SEI AWARDED</u>			
482 ADVANCED CHROME TECHNICIAN	3	8	0
483 ADVANCED CERAMIST/CERAMO METAL TECHNICIAN	2	30	11
484 ADVANCED FIXED PARTIAL DENTURE TECHNICIAN	5	23	11
<u>SEI QUALIFIED BUT NOT AWARDED</u>			
482 ADVANCED CHROME TECHNICIAN	67	25	
483 ADVANCED CERAMIST/CERAMO METAL TECHNICIAN	6	17	
484 ADVANCED FIXED PARTIAL DENTURE TECHNICIAN	11	37	

TABLE 22

SPECIAL EXPERIENCE IDENTIFIERS (SEIs) HELD BY FUNCTIONAL GROUP MEMBERS  
(PERCENT RESPONDING)

	BASE DENTAL LABORATORY CLUSTER	CROWN AND BRIDGE FABRICATORS CLUSTER	ORTHODONTIC FABRICATORS IJT	DENTAL LAB MANAGERS IJT	RPD INSTR IJT	RPD FABRICATORS IJT	RPD SECTION NCOICs	CERAMIC PROSTHESES FABRICATORS
482 ADVANCED CHROME TECHNICIAN	2	4	14	5	15	-	36	-
483 ADVANCED CERAMIT/ CERAMIC METAL TECH	*	14	14	14	-	-	-	14
484 ADVANCED FIXED PARTIAL DENTURE TECH	8	18	14	18	-	-	-	14

\*LESS THAN ONE PERCENT



TABLE 23  
LABORATORY EXPERIENCE AND PREFERENCE  
(PERCENT RESPONDING)

	98230/50 (N=392)	98270 (N=95)	98290/00 (N=9)
<u>PRESENT LABORATORY ASSIGNMENT</u>			
BASE DENTAL LABORATORY	61	74	22
AREA DENTAL LABORATORY	34	19	67
OTHER*	5	7	11
<u>MOST EXPERIENCE</u>			
BASE DENTAL LABORATORY	57	72	89
AREA DENTAL LABORATORY	28	28	11
OTHER*	15	0	0
<u>LABORATORY PREFERENCE</u>			
BASE DENTAL LABORATORY	74	82	56
AREA DENTAL LABORATORY	20	16	44
OTHER*	6	2	0

\*MOST INVOLVED IN INSTRUCTOR DUTY

TABLE 24  
INTEREST IN SUPPLEMENTAL TRAINING AND INSTRUCTOR DUTY  
(PERCENT RESPONDING)

	<u>98230/50</u> <u>(N=392)</u>	<u>98270</u> <u>(N=95)</u>	<u>08290/00</u> <u>(N=9)</u>
WOULD ATTEND:			
ORTHODONTIC COURSE	87	81	78
SPECIAL PROSTHESES COURSE	88	86	79
WOULD VOLUNTEER FOR DENTAL LABORATORY INSTRUCTOR DUTY	29	33	57

## TRAINING ANALYSIS

Occupational survey data are a source of information which can assist training managers in the development of training programs relevant to the needs of personnel working in their first-assignment within a career ladder. Factors which can be used to evaluate training are the percent of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing tasks, along with training emphasis and task difficulty ratings (as discussed in the TASK FACTOR ADMINISTRATION section). These factors were used to examine the Specialty Training Standard (STS) and the Plan of Instruction (POI) for course 3ABR98230. Training personnel from the School of Health Care Sciences, Sheppard AFB TX, matched inventory tasks to appropriate sections of the POI and STS. It was this matching upon which comparisons are based. A complete computer listing displaying the percent members performing, training emphasis ratings, and task difficulty ratings for each task statement, along with POI and STS matchings, was forwarded to the school for their use in any further detailed review of training documents.

Because a comparison of jobs performed by area versus base dental laboratory personnel was of primary concern in this survey, training data was examined separately for both types of dental laboratory airmen. Due to the highly specialized and narrow scope of area laboratory jobs, the survey inventory revealed few tasks performed by 30 percent or more of area laboratory personnel (reference Table 8 in ANALYSIS OF EXPERIENCE GROUPS (TAFMS) Section). Also, all tasks performed by 30 percent or more of area laboratory personnel are already part of STS and POI training requirements. Therefore, the data presented in this section will summarize total 982X0 personnel responses. A computer listing providing a detailed presentation of area versus base dental laboratory personnel task performance matched to both the STS and POI has been provided to training managers.

### Training Emphasis (Tasks)

Table 25 lists the 25 tasks which raters believed required the most training emphasis for first-enlistment personnel in this career ladder. All of these tasks are performed by at least 30 percent of first-enlistment personnel; 13 of the tasks were performed by over 50 percent of this group. The majority of the tasks fell within the general laboratory duty category, with the remainder dealing with work on complete dentures, and fabrication of crowns, inlays, and fixed partial dentures. Five of the tasks were also rated as very difficult in comparison to other dental laboratory tasks. Present resident training for entry-level personnel includes instruction on all of these tasks ranked high in need of training emphasis for first-enlistment personnel.

### Specialty Training Standard (STS)

A review of STS 982X0, dated November 1979, compared STS sections to survey data. Paragraphs containing general information or subject matter proficiency requirements were not evaluated. The STS provides thorough coverage of jobs performed by field personnel. Precisely because of this thoroughness, several highly specialized areas within the dental laboratory

specialist career ladder were performed by few first-enlistment or 5-skill level groups. These areas were fabrication and repair of RPDs, ceramic prostheses, and orthodontic appliances (see Table 26). These duties represent small slices of the overall work of 982X0 personnel and are most often performed by senior 5-skill and 7-skill level technicians. Even at the skill levels where these duties are predominant, the percentage of career ladder personnel performing them remains small. Career field managers should review these areas of the STS to reaffirm the appropriateness of code levels assigned for 5-skill level career ladder personnel. Training personnel may desire to review these STS paragraphs to consider the amount and depth of training appropriate for first-enlistment personnel.

Some technical tasks performed by 982X0 personnel were not referenced to the current STS (Table 27). These tasks should be reviewed by subject-matter and training specialists to determine if they should be included during the next STS revision.

#### Plan Of Instruction (POI)

Based on previously mentioned assistance from technical school subject-matter specialists in matching inventory tasks to the 3ABR98230 POI, dated October 1981, a computer product was generated displaying the results of the matching process. Information furnished includes training emphasis (TE) and task difficulty (TD) ratings, as well as percent members performing data for first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) personnel.

Table 28 provides a view of POI-matched inventory tasks which were performed by less than 30 percent of first-enlistment personnel. Some general laboratory tasks involving master casts, heat cure methods, and use of acrylic resin veneer were included among these tasks; but, the majority of tasks fell within the range of the narrow highly specialized jobs of fabrication and repair of RPDs, ceramic prostheses, orthodontic appliances, as well as crowns, inlays, and fixed partial dentures. As discussed in both the CAREER LADDER STRUCTURE and ANALYSIS OF EXPERIENCE GROUPS (TAFMS) portions of this report, small percentages of 982X0 personnel perform these duties within the career ladder at all skill levels. Tasks within the Administrative and Supply duty area included six which received very low training emphasis ratings, below average task difficulty ratings and were performed by less than 10 percent of first-enlistment personnel. Training managers should review POI blocks and matched tasks appearing in Table 28 to assess the appropriateness of formal resident instruction for all first-enlistment personnel in these specialized areas.

TABLE 25

TASKS RATED HIGHEST IN TRAINING EMPHASIS FOR 982X0 PERSONNEL

TASKS	TRAINING EMPHASIS	TASK DIFFICULTY	PERCENT MEMBERS PERFORMING	
			FIRST ENLISTMENT	TOTAL 98250 SAMPLE
F159 POUR AND TRIM MASTER CASTS	7.44	4.35	58	64
G186 ARRANGE ARTIFICIAL TEETH IN WAX CENTRIC OCCLUSION	7.44	5.86	47	55
G189 PERFORM SELECTIVE GRINDING PROCEDURES ON COMPLETE DENTURES	7.30	6.31	46	53
G185 ARRANGE ARTIFICIAL TEETH IN WAX FOR BALANCED ECCENTRIC OCCLUSION	7.05	6.32	38	49
F146 FINAL FINISH AND POLISH ACRYLIC PRODUCTS	6.91	4.76	53	63
I254 POUR MASTER CASTS WITH REMOVABLE DIES	6.91	4.98	44	52
H196 ARRANGE ARTIFICIAL TEETH FOR RPDs	6.84	5.35	54	57
F158 POUR AND TRIM DIAGNOSTIC CASTS	6.77	4.01	58	64
F166 RELINE COMPLETE OR PARTIAL DENTURES USING SELF-CURE (JIG) METHOD	6.77	4.92	46	53
F169 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS	6.65	4.26	51	58
F147 FLASK PROSTHETIC APPLIANCES FOR PROCESSING	6.61	5.02	52	57
F170 REPLACE BROKEN OR MISSING ARTIFICIAL TEETH ON COMPLETE OR PARTIAL DENTURE BASES	6.46	4.36	49	57
I261 WAX-UP OR CARVE PATTERNS FOR CROWNS	6.26	6.62	45	56
H201 CONSTRUCT TREATMENT (TRANSITIONAL OR TEMPORARY) RPDs	6.21	5.16	33	42
F162 PREPARE FRACTURED AREAS OF DENTURES TO RECEIVE NEW ACRYLIC MATERIAL	6.19	3.92	52	58
F163 PREPARE IMPRESSIONS FOR POURING DIAGNOSTIC CASTS OR MASTER CASTS	6.19	3.61	51	57
F142 FABRICATE OR ADAPT BASEPLATES	6.09	4.05	52	55
F179 WAX-UP AND CONTOUR DENTURE BASES	6.07	5.16	49	54
F141 FABRICATE OCCLUSION RIMS	6.05	3.87	52	54
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	6.00	3.78	67	74
F161 PREPARE CASTS OR MATRICES FOR DENTURE REPAIR	6.00	3.67	52	60
F155 PACK FLASKED APPLIANCES	5.98	4.02	45	51
I262 WAX-UP OR CARVE PATTERNS FOR FIXED PARTIAL DENTURES	5.98	7.05	33	47
F152 MOUNT CASTS ON ARTICULATORS USING FACE BOW TRANSFERS	5.93	4.66	40	50
F134 DEFLASK PROCESSED APPLIANCES	5.91	4.41	52	59

TABLE 26

TASKS PERFORMED BY LESS THAN 30 PERCENT OF 982XO PERSONNEL  
(SUGGESTED FOR STS CODE LEVEL REVIEW)

TASKS	STS CODE	TRAINING EMPHASIS	TASK DIFFICULTY	PERCENT MEMBERS PERFORMING	
				FIRST ENLISTMENT	TOTAL 90250
F127 BLOCK OUT AND RELIEVE MASTER CASTS	2b	4.42	4.68	24	24
F176 STAIN DENTURE BASES	2b	3.58	5.49	11	21
F165 RELINE COMPLETE OR PARTIAL DENTURES USING HEAT CURE (FLASK) METHOD	2b	4.56	4.96	22	26
F168 REPAIR FRACTURED OR BROKEN APPLIANCES USING HEAT CURE METHOD	2b	3.70	4.83	14	17
H222 TRANSFER SURVEY AND DESIGN FROM DIAGNOSTIC TO MASTER CASTS FOR RPDs	1a	3.21	5.19	2	5
F137 DUPLICATE MASTER CASTS	1a	4.54	4.55	12	16
H212 POUR AND TRIM REFRACTORY CASTS	1b	4.07	4.46	7	8
H224 WAX DIP REFRACTORY CASTS	1b	3.47	3.27	5	7
H202 DEHYDRATE REFRACTORY CASTS	1b	3.40	3.53	6	6
H223 WAX AND ADAPT COMPONENTS OF FRAMEWORK PATTERNS ON REFRACTORY CASTS FOR RPDs	2b	4.42	5.85	13	13
H221 TRANSFER DESIGNS FROM MASTER CASTS TO REFRACTORY CASTS	2b	4.00	4.76	12	13
H209 PERFORM PAINT ON PROCEDURES FOR INVESTMENTS	1b	4.16	4.02	8	9
H219 SPRUE WAX PATTERNS FOR RPDs	1b	3.88	4.62	13	13
H205 INVEST WAX PATTERNS FOR METALLIC DENTURE BASES OR RPDs	1b	3.84	4.95	5	7
H206 MARK INVESTMENT MOLDS WITH INGOT SIZE	1b	3.47	3.20	5	7
H199 CAST METALLIC DENTURE BASES OR PARTIAL DENTURE FRAMEWORKS	1b	3.16	5.10	6	9
H220 TI-LECTRO POLISH CASTINGS	2b	3.95	4.12	12	13
H203 FINISH AND POLISH DENTAL ALLOYS FOR RPDs	2b	4.84	5.56	14	16
H216 SOLDER METAL FRAMEWORKS OF RPDs ELECTRICALLY	1b	4.42	5.45	17	26
H217 SOLDER METAL FRAMEWORKS OF RPDs USING OXYGEN-GAS TORCHES	1b	2.30	6.03	4	6
F177 TRANSFER DESIGN ONTO MASTER CASTS FROM DIAGNOSTIC CASTS FOR OTHER THAN REMOVABLE PARTIAL DENTURES (RPD)	2b	2.77	4.86	7	11
I228 CAST ALLOYS ELECTRICALLY FOR FIXED PROSTHESES	2b	3.30	4.94	10	17
I245 HEAT TREAT GOLD ALLOY CASTINGS	2b	2.93	4.32	10	19
F173 SHAPE AND ADAPT MANUFACTURED ACRYLIC RESIN VENEER	2b	3.21	5.04	15	23
I253 POLISH ACRYLIC FACINGS OR PONTICS	2b	3.53	4.23	15	20
I225 APPLY AND FIRE OVER-GLAZE TO MANUFACTURED PORCELAIN PONTICS OR FACINGS	2b	2.81	4.81	6	14
I257 SOLDER FIXED PARTIAL DENTURE COMPONENTS USING OVENS	2b	4.16	5.50	8	21

TABLE 26 (CONTINUED)

TASKS PERFORMED BY LESS THAN 30 PERCENT OF 982X0 PERSONNEL  
(SUGGESTED FOR STS CODE LEVEL REVIEW)

49

TASKS	STS CODE	TRAINING EMPHASIS	TASK DIFFICULTY	PERCENT MEMBERS PERFORMING	
				FIRST ENLISTMENT	TOTAL 90250
I239 FABRICATE ACRYLIC RESIN VENEER USING DRY HEAT CURED ACRYLIC TECHNIQUE	2b	2.95	5.21	4	9
F175 STAIN ACRYLIC TEETH USING DRY HEAT CURED ACRYLIC TECHNIQUE	2b	2.30	5.39	3	8
J292 WAX SUBSTRUCTURE PATTERNS TO FULL CONTOUR PRIOR TO CUTBACK	1b	4.93	6.35	16	25
J275 CUT BACK SUBSTRUCTURE WAX PATTERNS FOR PORCELAIN FUSED TO METAL RESTORATIONS	1b	4.61	5.86	15	26
J291 WAX PATTERNS DIRECTLY TO SUBSTRUCTURE SHAPE (NO FULL CONTOUR WAX-UP)	1b	1.61	6.21	7	15
J272 CAST METAL SUBSTRUCTURES USING GAS AND OXYGEN	1b	3.77	5.32	14	21
F126 BLAST METAL SUBSTRUCTURES WITH ALUMINUM OXIDE	1b	2.56	3.29	19	22
J276 DEGAS METAL SUBSTRUCTURES	1b	3.30	4.06	16	29
J278 FIRE OPAQUE PORCELAIN	1b	4.14	4.76	17	29
J277 FIRE BODY OR INCISAL PORCELAIN	1b	4.02	4.82	17	29
J279 FIRE PORCELAIN TO MATURITY (NATURAL GLAZE)	1b	3.93	5.12	15	28
J274 CONTOUR FIRED PORCELAIN	1b	4.23	6.43	16	29
J269 APPLY BODY OR INCISAL PORCELAIN	1b	3.77	6.35	17	29
J288 STAIN PORCELAIN RESTORATIONS USING EXTRINSIC STAINS (SURFACE)	1b	3.28	6.50	12	24
J268 APPLY AND FIRE OVER-GLAZE TO CERAMIC PROSTHESES	1b	2.74	5.36	13	23
J271 APPLY OPAQUE PORCELAIN	1b	3.63	5.10	17	29
J287 REPAIR OR REPLACE DAMAGED CERAMIC RESTORATIONS	1b	2.84	6.36	7	16
K297 FABRICATE FIXED SPACE MAINTAINERS	1a	2.72	5.71	15	21
K295 DESIGN ORTHODONTIC APPLIANCES ACCORDING TO DENTAL OFFICER'S PRESCRIPTION	1a	2.47	5.76	24	29
K305 PERFORM SOLDERING PROCEDURES ON ORTHODONTIC APPLIANCES	1a	2.35	5.83	12	17
K300 FABRICATE REMOVABLE SPACE MAINTAINERS	1a	2.23	5.49	14	22
K299 FABRICATE LINGUAL ARCHES	1a	1.67	6.17	9	13
H210 PERFORM PREVENTIVE MAINTENANCES ON RPD EQUIPMENT	2b	4.39	4.55	21	20

TABLE 27

TASKS NOT REFERENCED TO STS 982X0\*

**TASKS**


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F140 FABRICATE NIGHT GUARDS  
 H204 FINISH AND POLISH RPDs AFTER CLINICAL ADJUSTMENTS  
 I230 CHECK FINISHED CASTING ON DIE FOR ACCURATE FIT  
 I263 WAX-UP OR CARVE PATTERNS FOR INLAYS  
 F153 MOUNT CASTS ON ARTICULATORS USING HARD MATERIAL MOUNTING INDEXES  
 H198 BEAD MAXILLARY CAST  
 H200 CHECK FINISHED FRAMEWORK ON DUPLICATE MASTER CASTS FOR ACCURATE FIT  
 F154 PACK CASES FOR SHIPMENT  
 H214 PREPARE CASTS FOR CORRECTED CAST TECHNIQUES  
 J282 PERFORM ULTRASONIC CLEANING PROCEDURES OF METAL SUBSTRUCTURES  
 J281 PERFORM ULTRASONIC CLEANING PROCEDURES OF CONTOURED PORCELAIN SURVACES  
 I256 REPAIR METAL CROWNS  
 F178 UNPACK CASES RECEIVED FROM OTHER BASES  
 G184 ADAPT PREFABRICATED PALATAL DENTURE COMPONENTS ONTO CASTS  
 I231 CHECK WAX ADDITIVE TECHNIQUE WITH DISCLOSING MEDIUM  
 I255 REPAIR ACRYLIC FACINGS ON VENEER CROWNS  
 K308 REPAIR BROKEN ORTHODONTIC APPLIANCES (ACRYLIC)  
 G182 ADAPT PALATAL RELIEF MATERIALS ONTO CAST  
 J273 CAST METAL SUBSTRUCTURES USING INDUCTION CASTING MACHINE  
 G193 STABILIZE BASEPLATES WITH SOFT LINER  
 I260 TRIM DIES  
 J289 STAIN PORCELAIN RESTORATIONS USING INTRINSIC STAINS (INTERNAL)  
 H208 PAINT CAST SEALER  
 J290 STAIN PORCELAIN RESTORATIONS USING OPAQUE MODIFIERS  
 G183 ADAPT PREFABRICATED DENTURE BUCCAL (GINGIVAL) COMPONENTS ONTO CASTS  
 K304 PERFORM ORTHODONTIC TRIM OF DIAGNOSTIC CASTS  
 I226 APPLY DIE SPACER TO DIE  
 G192 SPRUE COMPLETE DENTURE WAX PATTERNS WHEN USING FLUID RESIN TECHNIQUES  
 K302 FINISH AND POLISH ORTHODONTIC DIAGNOSTIC CASTS  
 K309 REPAIR BROKEN ORTHODONTIC APPLIANCES (METAL PORTIONS)  
 G194 STABILIZE BASEPLATES WITH ZINC OXIDE EUGENOL (ZNOE) IMPRESSION BASE  
 J270 APPLY METAL CONDITIONERS  
 H218 SPRUE RPD DENTURE BASES WHEN USING FLUID RESIN TECHNIQUE  
 K306 POUR ORTHODONTIC IMPRESSION USING ORTHODONTIC BASE FORMER  
 L311 FABRICATE CASTS FROM IMPRESSIONS FOR FACE MASKS  
 I237 DEPLATE (STRIP) CROWNS OR INLAYS  
 I241 FABRICATE SWING-LOCK RPDs  
 I244 GOLD PLATE CROWN OR FIXED PARTIAL DENTURES  
 I234 CONSTRUCT ELECTROPLATED DIES



TABLE 27 (CONTINUED)

TASKS NOT REFERENCED TO STS 982X0\*

TASKS

I232 CONSTRUCT AMALGAM DIES  
 L318 FABRICATE INCLINED PLANE  
 D86 DEVELOP TRAINING AIDS  
 K307 PREPARE KESLING SET UPS  
 L314 FABRICATE EAR PLUGS  
 I233 CONSTRUCT DIES USING CERAMIC DIE SYSTEM  
 L310 FABRICATE BURN STENTS  
 L319 FABRICATE MANDIBULAR GUIDE FLANGE  
 E106 MAINTAIN FEDERAL SUPPLY CATALOG AND CHANGE BULLETINS  
 E105 MAINTAIN AF MEDICAL MATERIEL LETTER (AFMML) FILES  
 D97 PREPARE LESSON PLANS  
 L316 FABRICATE FACIAL MOULAGE  
 B27 CONDUCT STAFF MEETINGS  
 L324 FABRICATE RADIATION STENTS  
 L315 FABRICATE EAR, NOSE, OR EXTREMITY PROTHESES  
 E107 MAINTAIN MANPOWER AUTHORIZATION DOCUMENTS  
 L317 FABRICATE GLOSSECTOMY APPLIANCES  
 L321 FABRICATE PALATAL LIFTS  
 L313 FABRICATE CRANIAL IMPLANTS  
 L320 FABRICATE OBSTETRICS/GYNECOLOGY (OB/GYN) STENTS  
 L322 FABRICATE PECTUS-EXCAVATUM IMPLANTS  
 D76 CONDUCT RESIDENT COURSE CLASSROOM TRAINING  
 D85 DEVELOP RESIDENT COURSE OR CAREER DEVELOPMENT COURSE (CDC)  
 CURRICULUM MATERIALS  
 L323 FABRICATE PLASTIC SURGERY IMPLANTS (SILICONE)

\*SUPERVISORY AND MANAGERIAL TASKS HAVE BEEN OMITTED.

TABLE 28

POI BLOCKS REFLECTING PERFORMANCE BY LESS THAN 30 PERCENT OF FIRST-ENLISTMENT PERSONNEL

POI REFERENCES BLOCK-UNIT	TASKS	TRAINING EMPHASIS	TASK DIFFICULTY	PERCENT MEMBERS PERFORMING	
				FIRST JOB	FIRST ENLISTMENT
I6; I8; I13B;					
I15	F127 BLOCK OUT AND RELIEVE MASTER CASTS	4.42	4.68	24	24
I27	F176 STAIN DENTURE BASES	3.58	5.49	9	11
I31; I16	F137 DUPLICATE MASTER CASTS	4.54	4.55	14	12
I32	F165 RELINE COMPLETE OR PARTIAL DENTURES USING HEAT CURE (FLASK) METHOD	4.56	4.96	18	22
I34	F168 REPAIR FRACTURED OR BROKEN APPLIANCES USING HEAT CURE METHOD	3.70	4.83	15	14
I36	F177 TRANSFER DESIGN ONTO MASTER CASTS FROM DIAGNOSTIC CASTS FOR OTHER THAN REMOVABLE PARTIAL DENTURES (RPD)				
I12	H207 ORIENTATE CASTS OF RPDs	2.77	4.86	7	7
I13A	H222 TRANSFER SURVEY AND DESIGN FROM DIAGNOSTIC TO MASTER CASTS FOR RPDs	3.09	3.74	5	9
I14; I117A	H213 PREPARE BLOCK-OUT WAX	3.21	5.19	2	2
I16	F173 SHAPE AND ADAPT MANUFACTURED ACRYLIC RESIN VENEER	3.16	4.24	3	4
I17	F212 POUR AND TRIM REFRACTORY CASTS	3.21	5.04	7	15
I18	H224 WAX DIP REFRACTORY CASTS	4.07	4.46	8	7
	H202 DEHYDRATE REFRACTORY CASTS	3.47	3.27	5	5
	H223 WAX AND ADAPT COMPONENTS OF FRAMEWORK PATTERNS ON REFRACTORY CASTS FOR RPDs	3.40	3.53	6	6
I19	H221 TRANSFER DESIGNS FROM MASTER CASTS TO REFRACTORY CASTS	4.42	5.85	13	13
I19B	H219 SPRUE WAX PATTERNS FOR RPDs	4.00	4.76	12	12
	H209 PERFORM PAINT-ON PROCEDURES FOR INVESTMENTS	3.88	4.62	12	13
	H205 INVEST WAX PATTERNS FOR METALLIC DENTURE BASES OR RPDs	4.16	4.02	7	8
I110B	H206 MARK INVESTMENT MOLDS WITH INGOT SIZE	3.84	4.95	5	5
I111	H199 CAST METALLIC DENTURE BASES OR PARTIAL DENTURE FRAMEWORKS	3.47	3.20	4	5
I113	H203 FINISH AND POLISH DENTAL ALLOYS FOR RPDs	3.16	5.10	4	6
	H220 TI-LECTRO POLISH CASTINGS	4.84	5.56	13	14
I117	H216 SOLDER METAL FRAMEWORK OF RPDs ELECTRICALLY	3.95	4.12	15	12
	K297 SOLDER METAL FRAMEWORK OF RPDs USING OXYGEN-GAS TORCHES	4.42	5.45	17	17
I118	K305 FABRICATE FIXED SPACE MAINTAINERS	2.30	6.03	3	4
I111A	K295 PERFORM SOLDERING PROCEDURES ON ORTHODONTIC APPLIANCES	2.72	5.71	9	15
	I260 DESIGN ORTHODONTIC APPLIANCES ACCORDING TO DENTAL OFFICERS PRESCRIPTION	2.35	5.83	9	12
		2.47	5.76	17	24
		2.79	5.82	8	10

TABLE 28 (CONTINUED)

POI BLOCKS REFLECTING PERFORMANCE BY LESS THAN 30 PERCENT OF FIRST-ENLISTMENT PERSONNEL

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POI REFERENCES BLOCK-UNIT	TASKS	TRAINING EMPHASIS	TASK DIFFICULTY	PERCENT MEMBERS PERFORMING	
				FIRST JOB	FIRST ENLISTMENT
III12B	E117 MAKE ENTRIES ON RECORD OF DENTAL ATTENDANCE FORMS (AF FORM 644)	2.21	3.79	22	21
III14A	E109 MAINTAIN TOOTH INVENTORY MANAGEMENT (TIM) FILE FOLDERS	4.51	4.68	13	19
III14C	E110 MAINTAIN TOOTH ORDER CONTRACTS	3.26	3.85	4	11
	E120 MAKE ENTRIES ON REQUEST FOR ISSUE OR TURN-IN FORMS (DD FORM 1150 OR AF FORM 1801)				
	E116 MAKE ENTRIES ON NON-NSN REQUISITION (MANUAL) FORMS (DD FORM 1348-6)	1.51	3.83	2	2
	E112 MAKE ENTRIES ON CUSTODIAN REQUEST/RECEIPT FORMS (AF FORM 601B)	1.44	4.03	-	1
	E115 MAKE ENTRIES ON ISSUE/TURN-IN REQUEST FORMS (AF FORM 2005)	1.30	4.42	1	2
III15A	E118 MAKE ENTRIES ON RECORD OF DENTAL PRECIOUS METALS AND ALLOYS FORMS (AF FORM 520)	.93	4.12	0	4
	E114 MAKE ENTRIES ON INVENTORY ADJUSTMENT VOUCHER FORMS (AF FORM 85)	4.26	4.98	15	21
	E119 MAKE ENTRIES ON REPORT OF SURVEY FORMS (DD FORM 200)	1.33	4.28	2	4
III16	I228 CAST ALLOYS ELECTRICALLY FOR FIXED PROSTHESES	1.23	4.32	1	2
III17	I245 HEAT TREAT GOLD ALLOY CASTINGS	3.30	4.94	7	10
III17A	I225 APPLY AND FIRE OVER-GLAZE TO MANUFACTURED PORCELAIN PONTICS OR FACINGS	2.93	4.32	5	10
	I264 WAX-UP OR CARVE PATTERNS FOR VARIOUS TYPES OF PONTICS OR FACINGS	2.81	4.81	5	6
	I246 INVEST FIXED PARTIAL DENTURE COMPONENTS OR CROWNS FOR SOLDERING	5.42	6.54	23	29
III19	I227 ASSEMBLE FIXED PARTIAL DENTURE COMPONENTS FOR SOLDERING	4.63	5.08	19	26
	I238 ELIMINATE WAX OR OTHER LUTING MATERIALS FROM SOLDERING INDEX PRIOR TO SOLDERING	4.26	5.19	16	22
III19A	I258 SOLDER FIXED PARTIAL DENTURE COMPONENTS USING GAS-AIR TORCHES	3.67	3.32	13	22
III12	I257 SOLDER FIXED PARTIAL DENTURE COMPONENTS USING OVENS	5.00	5.76	15	22
III12	I242 FABRICATE TEMPORARY ACRYLIC RESIN FIXED PARTIAL DENTURES	4.16	5.50	4	8
III12A	I240 FABRICATE ACRYLIC RESIN VENEER USING SELF-CURING ACRYLIC TECHNIQUE	4.05	5.74	6	10
III13A, 14	I253 POLISH ACRYLIC FACINGS OR PONTICS	2.74	5.08	5	6
III14	F175 STAIN ACRYLIC TEETH USING DRY HEAT CURED ACRYLIC TECHNIQUE	3.53	4.23	12	15
IV1	I239 FABRICATE ACRYLIC RESIN VENEER USING DRY HEAT CURED ACRYLIC TECHNIQUE	2.30	5.39	2	3
	J275 CUT BACK SUBSTRUCTURE WAX PATTERNS FOR PORCELAIN FUSED TO METAL RESTORATIONS	2.95	5.21	4	4
IV3	J272 CAST METAL SUBSTRUCTURES USING GAS AND OXYGEN	4.61	5.86	10	15
		3.77	5.32	12	14

TABLE 28 (CONTINUED)  
POI BLOCKS REFLECTING PERFORMANCE BY LESS THAN 30 PERCENT OF FIRST-ENLISTMENT PERSONNEL

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POI REFERENCES BLOCK-UNIT	TASKS	PERCENT MEMBERS PERFORMING		
		TRAINING EMPHASIS	TASK DIFFICULTY	FIRST ENLISTMENT
IV4 IV6	F126 BLAST METAL SUBSTRUCTURES WITH ALUMINUM OXIDE	2.56	3.29	18
	J278 FIRE OPAQUE PORCELAIN	4.14	4.76	10
	J277 FIRE BODY OR INCISAL PORCELAIN	4.02	4.82	10
	J269 APPLY BODY OR INCISAL PORCELAIN	3.77	6.35	10
	J271 APPLY OPAQUE PORCELAIN	3.63	5.10	11
IV7 IV8 IV9	J276 DEGAS METAL SUBSTRUCTURES	3.30	4.06	9
	J274 CONTOUR FIRED PORCELAIN	4.23	6.43	9
	J279 FIRE PORCELAIN TO MATURITY (NATURAL GLAZE)	3.93	5.12	8
	J288 STAIN PORCELAIN RESTORATIONS USING EXTRINSIC STAINS (SURFACE)	3.28	6.50	6
	J280 PERFORM PREVENTIVE MAINTENANCE ON DENTAL CERAMIC EQUIPMENT	3.44	4.68	3

## COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

Results of this survey were compared to those of Occupational Survey Report AFPT 90-982-330, Dental Laboratory career ladder, dated June 1978. Sample sizes were similar, with 532 respondents comprising the previous survey group and 498 respondents in the current sample.

Job groups identified were basically the same. There were, however, two minor variations. The previous survey identified one group of RPD Fabricators; this survey identified two groups; one RPD Fabricator group, and a more senior group of RPD personnel who had supervisory responsibilities, RPD Section NCOICs. The other minor variation from the previous survey was among instructors. In 1978, School of Health Care Sciences (SHCS) instructors grouped together as a component of the large cluster of base dental laboratory personnel. The 1981 data found SHCS instructors grouping in two subsets based on technical tasks taught: one group of instructors grouped with base dental laboratory personnel and the remaining SHCS instructors who taught RPD tasks grouped as an independent job type among other RPD personnel.

The 1981 survey was unique from the 1978 survey because each respondent provided information on laboratory assignment and preference. This information allowed a clearer comparison of jobs at base and area laboratories. Survey data indicated area laboratory jobs were highly specialized and narrow in scope of technical tasks performed. Base dental laboratory jobs made up two-thirds of career ladder jobs and were more diverse, with incumbents performing a larger number of tasks.

Both surveys revealed job interest and perceived utilization of talents and training of survey respondents to be quite high. Other background data, such as average paygrade, DAFSC, TAFMS, and time in career field, were similar between surveys.

Overall, the 982X0 career ladder has remained relatively unchanged in terms of career ladder structure and personnel makeup. There is no evidence in the 1981 data to suggest that this career ladder is undergoing any major changes or shifts in emphasis.

## IMPLICATIONS

The primary purpose of this survey was to determine whether job differences between 982X0 personnel assigned to base dental laboratories and those assigned to area laboratories were sufficiently large to justify channelized technical training. Analysis of the career ladder structure revealed base dental laboratory personnel performed a broad range of tasks and made up approximately 65 percent of career ladder personnel. Sixty-four percent of first-enlistment personnel were assigned to a base dental laboratory for their first job. Area laboratory personnel performed more specialized jobs composed of a narrow range of tasks. Thirty-seven percent of first-enlistment personnel were working in an area laboratory. Base and area laboratory personnel grouped together in some fabrication tasks (crowns and bridges) and at senior supervisory levels but, generally, base and area laboratory airmen performed different jobs. Channelized training could be useful if personnel projected for initial assignment to an area dental laboratory could be identified early. Survey data, however, did reveal that the majority of career field personnel spent their first-enlistment in a base dental laboratory.

A review of supporting STS and POI documents underscored the specialized career ladder jobs performed by few first-enlistment and 5-skill level groups. Career field managers should review these STS and POI areas to reaffirm the appropriateness of code levels for 5-skill level personnel. Training personnel may desire to review these areas to consider the amount and depth of training appropriate for first-enlistment personnel. The present STS and POI supports first-enlistment training requirements for both area and base dental laboratory personnel.

APPENDIX A

REPRESENTATIVE TASKS FOR CAREER LADDER  
STRUCTURE GROUPS

TABLE A1  
BASE DENTAL LABORATORY PERSONNEL CLUSTER  
(GRP035)

TASKS	PERCENT MEMBERS PERFORMING (N=259)
F146 FINAL FINISH AND POLISH ACRYLIC PRODUCTS	97
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	97
F149 KEY OR SCORE CASTS	97
F157 PERFORM GENERAL HOUSEKEEPING TASKS	96
F161 PREPARE CASTS OR MATRICES FOR DENTURE REPAIR	95
F158 POUR AND TRIM DIAGNOSTIC CASTS	95
F159 POUR AND TRIM MASTER CASTS	95
F156 PAINT MOLDS WITH TINFOIL SUBSTITUTES	95
F162 PREPARE FRACTURED AREAS OF DENTURES TO RECEIVE NEW ACRYLIC MATERIAL	95
F160 PREPARE CASTS FOR FLASKING	94
F147 FLASK PROSTHETIC APPLIANCES FOR PROCESSING	94
F169 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS	94
F172 SELECT ARTIFICIAL TEETH	93
F148 HEAT CURE ACRYLIC APPLIANCES	93
F133 CLEAN AND PREPARE MOLDS FOR PACKING	93
F134 DEFLASK PROCESSED APPLIANCES	93
F170 REPLACE BROKEN OR MISSING ARTIFICIAL TEETH ON COMPLETE OR PARTIAL DENTURE BASES	93
F143 FABRICATE SOFT MOUTH GUARDS	93
F142 FABRICATE OR ADAPT BASEPLATES	92
F141 FABRICATE OCCLUSION RIMS	92
G186 ARRANGE ARTIFICIAL TEETH IN WAX FOR CENTRIC OCCLUSION	91
F139 FABRICATE CUSTOM IMPRESSION TRAYS	90
F179 WAX-UP AND CONTOUR DENTURE BASES	90
F129 BOIL OUT WAX FROM MOLDS	90
G191 REMOUNT CASTS	90
H196 ARRANGE ARTIFICIAL TEETH FOR RPDs	89
F131 CHARACTERIZE (FESTOON) DENTURE BASES	89
F166 RELINE COMPLETE OR PARTIAL DENTURES USING SELF-CURE (JIG) METHOD	88
G189 PERFORM SELECTIVE GRINDING PROCEDURES ON COMPLETE DENTURES	88
F140 FABRICATE NIGHT GUARDS	88



TABLE A2  
BASE DENTAL LABORATORY WORKERS  
(GRP112)

TASKS	PERCENT MEMBERS PERFORMING (N=162)
F146 FINAL FINISH AND POLISH ACRYLIC PRODUCTS	99
F133 CLEAN AND PREPARE MOLDS FOR PACKING	99
F148 HEAT CURE ACRYLIC APPLIANCES	99
F161 PREPARE CASTS OR MATRICES FOR DENTURE REPAIR	99
F158 POUR AND TRIM DIAGNOSTIC CASTS	98
F159 POUR AND TRIM MASTER CASTS	98
F157 PERFORM GENERAL HOUSEKEEPING TASKS	98
G186 ARRANGE ARTIFICIAL TEETH IN WAX FOR CENTRIC OCCLUSION	98
F147 FLASK PROSTHETIC APPLIANCES FOR PROCESSING	98
F134 DEFLASK PROCESSED APPLIANCES	98
F156 PAINT MOLDS WITH TINFOIL SUBSTITUTES	98
F160 PREPARE CASTS FOR FLASKING	98
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	98
F162 PREPARE FRACTURED AREAS OF DENTURES TO RECEIVE NEW ACRYLIC MATERIAL	98
F141 FABRICATE OCCLUSION RIMS	98
F149 KEY OR SCORE CASTS	98
F169 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS	98
F170 REPLACE BROKEN OR MISSING ARTIFICIAL TEETH ON COMPLETE OR PARTIAL DENTURE BASES	98
F142 FABRICATE OR ADAPT BASEPLATES	98
H196 ARRANGE ARTIFICIAL TEETH FOR RPDs	97
F172 SELECT ARTIFICIAL TEETH	97
G191 REMOUNT CASTS	97
F143 FABRICATE SOFT MOUTH GUARDS	96
F179 WAX-UP AND CONTOUR DENTURE BASES	96
F139 FABRICATE CUSTOM IMPRESSION TRAYS	96
F131 CHARACTERIZE (FESTOON) DENTURE BASES	95
F166 RELINE COMPLETE OR PARTIAL DENTURES USING SELF-CURE (JIG) METHOD	95
F140 FABRICATE NIGHT GUARDS	95
F129 BOIL OUT WAX FROM MOLDS	94
G189 PERFORM SELECTIVE GRINDING PROCEDURES ON COMPLETE DENTURES	94

TABLE A3  
BASE DENTAL LABORATORY NCOICs  
(GRP109)

TASKS	PERCENT MEMBERS PERFORMING (N=17)
F146 FINAL FINISH AND POLISH ACRYLIC PRODUCTS	100
F131 CHARACTERIZE (FESTOON) DENTURE BASES	100
G186 ARRANGE ARTIFICIAL TEETH IN WAX FOR CENTRIC OCCLUSION	100
F132 CHARACTERIZE TOOTH ARRANGEMENTS	100
F169 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS	100
F179 WAX-UP AND CONTOUR DENTURE BASES	100
G189 PERFORM SELECTIVE GRINDING PROCEDURES ON COMPLETE DENTURES	100
F156 PAINT MOLDS WITH TINFOIL SUBSTITUTES	100
F133 CLEAN AND PREPARE MOLDS FOR PACKING	100
F162 PREPARE FRACTURED AREAS OF DENTURES TO RECEIVE NEW ACRYLIC MATERIAL	100
F172 SELECT ARTIFICIAL TEETH	100
G185 ARRANGE ARTIFICIAL TEETH IN WAX FOR BALANCED ECCENTRIC OCCLUSION	100
F155 PACK FLASKED APPLIANCES	100
F134 DEFLASK PROCESSED APPLIANCES	100
F148 HEAT CURE ACRYLIC APPLIANCES	100
F170 REPLACE BROKEN OR MISSING ARTIFICIAL TEETH ON COMPLETE OR PARTIAL DENTURE BASES	100
F149 KEY OR SCORE CASTS	100
F160 PREPARE CASTS FOR FLASKING	100
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	100
F143 FABRICATE SOFT MOUTH GUARDS	100
F167 REMOVE STONE TEETH FROM CASTS	100
G188 PERFORM PREVENTIVE MAINTENANCE ON EQUIPMENT USED ON COMPLETE DENTURES	100
F171 SANDBLAST OR SHELLBLAST APPLIANCES	100
A9 ESTABLISH PERFORMANCE STANDARDS	94
F161 PREPARE CASTS OR MATRICES FOR DENTURE REPAIR	94
F166 RELINE COMPLETE OR PARTIAL DENTURES USING SELF-CURE (JIG) METHOD	94
F157 PERFORM GENERAL HOUSEKEEPING TASKS	94
F147 FLASK PROSTHETIC APPLIANCES FOR PROCESSING	94
F129 BOIL OUT WAX FROM MOLDS	94
F138 ELIMINATE POSITIVE STONE NODULES	94

TABLE A4

BASE DENTAL LABORATORY FABRICATION AND REPAIR PERSONNEL  
(GRP064)

TASKS	PERCENT MEMBERS PERFORMING (N=61)
I261 WAX-UP OR CARVE PATTERNS FOR CROWNS	100
I259 SPRUE WAX PATTERNS FOR CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	100
I248 LUBRICATE DIES	100
I247 INVEST WAX PATTERNS FOR CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	98
I249 MOUNT CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	98
I250 OCCLUDE CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	98
I230 CHECK FINISHED CASTING ON DIE FOR ACCURATE FIT	97
I266 WEIGH AND MEASURE DENTAL LABORATORY MATERIALS USING TROY SYSTEM	97
F149 KEY OR SCORE CASTS	97
I262 WAX-UP OR CARVE PATTERNS FOR FIXED PARTIAL DENTURES	95
I243 FINISH AND POLISH DENTAL ALLOYS FOR CROWNS, INLAYS, OR FIXED PARTIAL DENTURES	95
I252 PERFORM SELECTIVE GRINDING PROCEDURES ON CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	95
I236 DEOXIDIZE (PICKLE) GOLD ALLOYS	95
I254 POUR MASTER CASTS WITH REMOVABLE DIES	93
F157 PERFORM GENERAL HOUSEKEEPING TASKS	93
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	93
F146 FINAL FINISH AND POLISH ACRYLIC PRODUCTS	93
I235 CONSTRUCT STONE DIES	92
I251 PERFORM PREVENTIVE MAINTENANCE ON CROWN AND FIXED PARTIAL DENTURE EQUIPMENT	92
E118 MAKE ENTRIES ON RECORD OF DENTAL PRECIOUS METALS AND ALLOYS FORMS (AF FORM 520)	92
F161 PREPARE CASTS OR MATRICES FOR DENTURE REPAIR	92
F130 BURN OUT INVESTED WAX OR PLASTIC PATTERNS	90
F159 POUR AND TRIM MASTER CASTS	90
F169 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS	90
F162 PREPARE FRACTURED AREAS OF DENTURES TO RECEIVE NEW ACRYLIC MATERIAL	90
F158 POUR AND TRIM DIAGNOSTIC CASTS	89
F174 SOAK CASTS IN SLURRY WATER	89
F156 PAINT MOLDS WITH TINFOIL SUBSTITUTES	89
I229 CAST CONVENTIONAL GOLD ALLOYS USING GAS AND AIR	87
F136 DEVEST (RECOVER) CASTINGS	87

TABLE A5  
APPRENTICE LABORATORY WORKERS  
(GRP038)

TASKS	PERCENT MEMBERS PERFORMING (N=10)
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	100
F125 BEAD AND BOX IMPRESSIONS	100
F158 POUR AND TRIM DIAGNOSTIC CASTS	90
F159 POUR AND TRIM MASTER CASTS	90
F139 FABRICATE CUSTOM IMPRESSION TRAYS	90
F157 PERFORM GENERAL HOUSEKEEPING TASKS	90
F174 SOAK CASTS IN SLURRY WATER	90
F164 PREPARE SLURRY WATER	90
F147 FLASK PROSTHETIC APPLIANCES FOR PROCESSING	90
F156 PAINT MOLDS WITH TINFOIL SUBSTITUTES	90
F149 KEY OR SCORE CASTS	90
F142 FABRICATE OR ADAPT BASEPLATES	90
F181 WEIGH AND MIX GYPSUM PRODUCTS	80
F143 FABRICATE SOFT MOUTH GUARDS	80
F161 PREPARE CASTS OR MATRICES FOR DENTURE REPAIR	80
F160 PREPARE CASTS FOR FLASKING	80
F141 FABRICATE OCCLUSION RIMS	80
F163 PREPARE IMPRESSIONS FOR POURING DIAGNOSTIC CASTS OR MASTER CASTS	70
F148 HEAT CURE ACRYLIC APPLIANCES	70
F129 BOIL OUT WAX FROM MOLDS	70
F146 FINAL FINISH AND POLISH ACRYLIC PRODUCTS	70
F144 FABRICATE SURGICAL STENTS AND SPLINTS (TEMPLATES)	70
F162 PREPARE FRACTURED AREAS OF DENTURES TO RECEIVE NEW ACRYLIC MATERIAL	70
F155 PACK FLASKED APPLIANCES	60
F169 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS	60
F170 REPLACE BROKEN OR MISSING ARTIFICIAL TEETH ON COMPLETE OR PARTIAL DENTURE BASES	60
F134 DEFLASK PROCESSED APPLIANCES	60
F172 SELECT ARTIFICIAL TEETH	60
F140 FABRICATE NIGHT GUARDS	50
F133 CLEAN AND PREPARE MOLDS FOR PACKING	50

TABLE A6

CROWN AND BRIDGE FABRICATION PERSONNEL CLUSTER  
(GRP041)

TASKS	PERCENT MEMBERS PERFORMING (N=80)
I261 WAX-UP OR CARVE PATTERNS FOR CROWNS	97
I230 CHECK FINISHED CASTING ON DIE FOR ACCURATE FIT	97
I259 SPRUE WAX PATTERNS FOR CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	96
I249 MOUNT CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	96
I247 INVEST WAX PATTERNS FOR CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	95
I248 LUBRICATE DIES	94
I250 OCCLUDE CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	94
I262 WAX-UP OR CARVE PATTERNS FOR FIXED PARTIAL DENTURES	90
I243 FINISH AND POLISH DENTAL ALLOYS FOR CROWNS, INLAYS, OR FIXED PARTIAL DENTURES	90
I252 PERFORM SELECTIVE GRINDING PROCEDURES ON CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	90
I264 WAX-UP OR CARVE PATTERNS FOR VARIOUS TYPES OF PONTICS OR FACINGS	84
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	82
I251 PERFORM PREVENTIVE MAINTENANCE ON CROWN AND FIXED PARTIAL DENTURE EQUIPMENT	81
I229 CAST CONVENTIONAL GOLD ALLOYS USING GAS AND AIR	80
F157 PERFORM GENERAL HOUSEKEEPING TASKS	80
F135 DESPRUE CASTINGS	79
I236 DEOXIDIZE (PICKLE) GOLD ALLOYS	79
I246 INVEST FIXED PARTIAL DENTURE COMPONENTS OR CROWNS FOR SOLDERING	79
I238 ELIMINATE WAX OR OTHER LUTING MATERIALS FROM SOLDERING INDEX PRIOR TO SOLDERING	77
I227 ASSEMBLE FIXED PARTIAL DENTURE COMPONENTS FOR SOLDERING	77
J275 CUTBACK SUBSTRUCTURE WAX PATTERNS FOR PORCELAIN FUSED TO METAL RESTORATIONS	76
I265 WAX-UP PATTERNS USING WAX ADDITIVE TECHNIQUE	74
I258 SOLDER FIXED PARTIAL DENTURE COMPONENTS USING GAS-AIR TORCHES	74
J278 FIRE OPAQUE PORCELAIN	71
J281 PERFORM ULTRASONIC CLEANING PROCEDURES OF CONTOURED PORCELAIN SURFACES	71
J274 CONTOUR FIRED PORCELAIN	70
J277 FIRE BODY OR INCISAL PORCELAIN	70
J282 PERFORM ULTRASONIC CLEANING PROCEDURES OF METAL SUBSTRUCTURES	70
J276 DEGAS METAL SUBSTRUCTURES	70
J292 WAX SUBSTRUCTURE PATTERNS TO FULL CONTOUR PRIOR TO CUTBACK	69

TABLE A7  
CROWN AND BRIDGE FABRICATORS  
(GRP059)

TASKS	PERCENT MEMBERS PERFORMING (N=73)
I230 CHECK FINISHED CASTING ON DIE FOR ACCURATE FIT	99
I261 WAX-UP OR CARVE PATTERNS FOR CROWNS	97
I259 SPRUE WAX PATTERNS FOR CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	96
I249 MOUNT CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	96
I247 INVEST WAX PATTERNS FOR CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	95
I248 LUBRICATE DIES	93
I250 OCCLUDE CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	93
I243 FINISH AND POLISH DENTAL ALLOYS FOR CROWNS, INLAYS, OR FIXED PARTIAL DENTURES	92
I252 PERFORM SELECTIVE GRINDING PROCEDURES ON CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	90
I262 WAX-UP OR CARVE PATTERNS FOR FIXED PARTIAL DENTURES	89
I264 WAX-UP OR CARVE PATTERNS FOR VARIOUS TYPES OF PONTICS OR FACINGS	82
I251 PERFORM PREVENTIVE MAINTENANCE ON CROWN AND FIXED PARTIAL DENTURE EQUIPMENT	82
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	82
I229 CAST CONVENTIONAL GOLD ALLOYS USING GAS AND AIR	81
F157 PERFORM GENERAL HOUSEKEEPING TASKS	81
J275 CUTBACK SUBSTRUCTURE WAX PATTERNS FOR PORCELAIN FUSED TO METAL RESTORATIONS	79
F135 LESPRUE CASTINGS	79
I236 DEOXIDIZE (PICKLE) GOLD ALLOYS	79
I246 INVEST FIXED PARTIAL DENTURE COMPONENTS OR CROWNS FOR SOLDERING	79
I227 ASSEMBLE FIXED PARTIAL DENTURE COMPONENTS FOR SOLDERING	78
I238 ELIMINATE WAX OR OTHER LUTING MATERIALS FROM SOLDERING INDEX PRIOR TO SOLDERING	78
J278 FIRE OPAQUE PORCELAIN	74
J281 PERFORM ULTRASONIC CLEANING PROCEDURES OF CONTOURED PORCELAIN SURFACES	74
I258 SOLDER FIXED PARTIAL DENTURE COMPONENTS USING GAS-AIR TORCHES	74
J292 WAX SUBSTRUCTURE PATTERNS TO FULL CONTOUR PRIOR TO CUTBACK	73
J274 CONTOUR FIRED PORCELAIN	73
J277 FIRE BODY OR INCISAL PORCELAIN	73
J282 PERFORM ULTRASONIC CLEANING PROCEDURES OF METAL SUBSTRUCTURES	73
J276 DEGAS METAL SUBSTRUCTURES	73
I265 WAX-UP PATTERNS USING WAX ADDITIVE TECHNIQUE	71

TABLE A8  
INSTRUCTORS, SCHOOL OF HEALTH CARE SCIENCES (SHCS)  
(GRP115)

TASKS	PERCENT MEMBERS PERFORMING (N=5)
D76 CONDUCT RESIDENT COURSE CLASSROOM TRAINING	100
D91 EVALUATE TRAINING PROGRESS OF RESIDENT COURSE STUDENTS	100
D86 DEVELOP TRAINING AIDS	100
D97 PREPARE LESSON PLANS	100
D80 COUNSEL TRAINEES ON TRAINING PROGRESS	100
I260 TRIM DIES	100
D102 WRITE TEST QUESTIONS	100
F151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES	100
D72 ADMINISTER TESTS	100
I235 CONSTRUCT STONE DIES	100
I265 WAX-UP PATTERNS USING WAX ADDITIVE TECHNIQUE	100
I230 CHECK FINISHED CASTING ON DIE FOR ACCURATE FIT	100
I264 WAX-UP OR CARVE PATTERNS FOR VARIOUS TYPES OF PONTICS OR FACINGS	100
I261 WAX-UP OR CARVE PATTERNS FOR CROWNS	100
D100 SCORE TESTS	100
F180 WEIGH AND MEASURE DENTAL LABORATORY MATERIALS USING METRIC SYSTEM	100
I229 CAST CONVENTIONAL GOLD ALLOYS USING GAS AND AIR	100
I266 WEIGH AND MEASURE DENTAL LABORATORY MATERIALS USING TROY SYSTEM	100
I239 FABRICATE ACRYLIC RESIN VENEER USING DRY HEAT CURED ACRYLIC TECHNIQUE	100
I247 INVEST WAX PATTERNS FOR CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	100
I248 LUBRICATE DIES	100
I254 POUR MASTER CASTS WITH REMOVABLE DIES	100
I262 WAX-UP OR CARVE PATTERNS FOR FIXED PARTIAL DENTURES	100
I238 ELIMINATE WAX OR OTHER LUTING MATERIALS FROM SOLDERING INDEX PRIOR TO SOLDERING	100
I246 INVEST FIXED PARTIAL DENTURE COMPONENTS OR CROWNS FOR SOLDERING	100
I249 MOUNT CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	100
I250 OCCLUDE CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	100
I251 PERFORM PREVENTIVE MAINTENANCE ON CROWN AND FIXED PARTIAL DENTURE EQUIPMENT	100
I253 POLISH ACRYLIC FACING OR PONTICS	100
I258 SOLDER FIXED PARTIAL DENTURE COMPONENTS USING GAS-AIR TORCHES	100

TABLE A9  
ORTHODONTIC APPLIANCE FABRICATORS  
(GRP046)

TASKS	PERCENT MEMBERS PERFORMING (N=7)
K296 FABRICATE ACRYLIC ORTHODONTIC APPLIANCES	100
K294 BEND WIRE FOR ORTHODONTIC APPLIANCES	100
K293 ATTACH WIRES TO CASTS FOR ORTHODONTIC APPLIANCES	100
K301 FINISH AND POLISH ORTHODONTIC APPLIANCES	100
K305 PERFORM SOLDERING PROCEDURES ON ORTHODONTIC APPLIANCES	100
K308 REPAIR BROKEN ORTHODONTIC APPLIANCES (ACRYLIC)	100
K300 FABRICATE REMOVABLE SPACE MAINTAINERS	100
K297 FABRICATE FIXED SPACE MAINTAINERS	100
K304 PERFORM ORTHODONTIC TRIM AND DIAGNOSTIC CASTS	86
K302 FINISH AND POLISH ORTHODONTIC DIAGNOSTIC CASTS	86
K303 INSPECT ORTHODONTIC APPLIANCES	86
K309 REPAIR BROKEN ORTHODONTIC APPLIANCES (METAL PORTIONS)	86
K299 FABRICATE LINGUAL ARCHES	86
F146 FINAL FINISH AND POLISH ACRYLIC PRODUCTS	86
K295 DESIGN ORTHODONTIC APPLIANCES ACCORDING TO DENTAL OFFICER'S PRESCRIPTION	71
F158 POUR AND TRIM DIAGNOSTIC CASTS	71
F169 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS	71
F172 SELECT ARTIFICIAL TEETH	71
K306 POUR ORTHODONTIC IMPRESSION USING ORTHODONTIC BASE FORMER	57
F156 PAINT MOLDS WITH TINFOIL SUBSTITUTES	57
F174 SOAK CASTS IN SLURRY WATER	57
F157 PERFORM GENERAL HOUSEKEEPING TASKS	57
F144 FABRICATE SURGICAL STENTS AND SPLINTS (TEMPLATES)	57
F143 FABRICATE SOFT MOUTH GUARDS	57
F145 FABRICATE VERTICAL BITE OPENERS	57
H195 ADAPT WROUGHT WIRE CLASPS FOR PRDs	57
A3 DETERMINE WORK PRIORITIES	43
F138 ELIMINATE POSITIVE STONE NODULES	43
F159 POUR AND TRIM MASTER CASTS	43
E113 MAKE ENTRIES ON DENTAL LABORATORY PRESCRIPTION AND CONSULTATION REQUEST FORMS (AF FORM 994)	43



TABLE A10  
DENTAL LABORATORY MANAGERS  
(GRP056)

TASKS	PERCENT MEMBERS PERFORMING (N=22)
B29 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	100
C69 WRITE APRs	100
C53 ENDORSE AIRMAN PERFORMANCE REPORTS (APR)	100
A12 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	100
A24 SCHEDULE LEAVES, PASSES, OR TDYs	100
A3 DETERMINE WORK PRIORITIES	91
A6 DEVELOP WORK METHODS OR PROCEDURES	91
A9 ESTABLISH PERFORMANCE STANDARDS	91
B25 ASSIGN PERSONNEL TO DUTY POSITIONS	91
B45 ORIENT NEWLY ASSIGNED PERSONNEL	91
C57 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	86
B43 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	86
A17 PLAN WORK ASSIGNMENTS	86
C52 ANALYZE WORKLOAD REQUIREMENTS	86
A2 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	86
C61 EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	86
A5 DEVELOP SELF-INSPECTION PROGRAMS	82
B34 DIRECT MAINTENANCE OR UTILIZATION OF FACILITIES OR WORK AREAS	82
A1 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	82
A11 ESTABLISH WORK SCHEDULES	77
C58 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	77
B36 DRAFT OR WRITE CORRESPONDENCE	77
B42 INITIATE PERSONNEL ACTION REQUESTS, SUCH AS ASSIGNMENT/ PERSONNEL ACTION FORMS (AF FORM 2095)	77
A21 PREPARE JOB DESCRIPTIONS	77
B40 IMPLEMENT SELF-INSPECTION PROGRAMS	77
D73 ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	77
B48 SUPERVISE DENTAL LAB SPECIALISTS (AFSC 98250)	73
B50 SUPERVISE DENTAL LAB TECHNICIANS (AFSC 98270)	73
A8 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	73
D88 EVALUATE OJT TRAINERS OR TRAINEES	73

TABLE A11  
REMOVABLE PARTIAL DENTURES (RPD) INSTRUCTORS  
(GRP051)

TASKS	PERCENT MEMBERS PERFORMING (N=13)
F171 SANDBLAST OR SHELLBLAST APPLIANCES	100
F130 BURN OUT INVESTED WAX OR PLASTIC PATTERNS	100
H223 WAX AND ADAPT COMPONENTS OF FRAMEWORK PATTERNS ON REFRACTORY CASTS FOR RPDs	100
H206 MARK INVESTMENT MOLDS WITH INGOT SIZE	100
F128 BLOCK OUT UNDESIRABLE UNDERCUTS	100
F127 BLOCK OUT AND RELIEVE MASTER CASTS	100
H203 FINISH AND POLISH DENTAL ALLOYS FOR RPDs	92
F136 DEVEST (RECOVER) CASTINGS	92
H200 CHECK FINISHED FRAMEWORK ON DUPLICATE MASTER CASTS FOR ACCURATE FIT	92
H220 TI-LECTRO POLISH CASTINGS	92
H212 POUR AND TRIM REFRACTORY CASTS	92
H199 CAST METALLIC DENTURE BASES OR PARTIAL DENTURE FRAMEWORKS	92
H221 TRANSFER DESIGNS FROM MASTER CASTS TO REFRACTORY CASTS	92
F135 DESPRUE CASTINGS	92
F137 DUPLICATE MASTER CASTS	92
H202 DEHYDRATE REFRACTORY CASTS	92
H205 INVEST WAX PATTERNS FOR METALIC DENTURE BASES OR RPDs	92
F174 SOAK CASTS IN SLURRY WATER	92
H219 SPRUE WAX PATTERNS FOR RPDs	92
H195 ADAPT WROUGHT WIRE CLASPS FOR RPDs	92
H197 ATTACH WROUGHT WIRE CLASPS TO RPDs	92
H216 SOLDER METAL FRAMEWORKS OR RPDs ELECTRICALLY	92
H224 WAX DIP REFRACTORY CASTS	85
H207 ORIENTATE CASTS OF RPDs	85
H210 PERFORM PREVENTIVE MAINTENANCE ON RPD EQUIPMENT	85
F138 ELIMINATE POSITIVE STONE NODULES	85
H211 PERFORM SELECTIVE GRINDING PROCEDURES ON RPDs	85
H196 ARRANGE ARTIFICIAL TEETH FOR RPDs	85
F129 BOIL OUT WAX FROM MOLDS	85
H222 TRANSFER SURVEY AND DESIGN FROM DIAGNOSTIC TO MASTER CASTS FOR RPDs	77

TABLE A12

REMOVABLE PARTIAL DENTURES (RPD) FABRICATORS  
(GRP039)

TASKS	PERCENT MEMBERS PERFORMING (N=19)
H220 TI-LECTRO POLISH CASTINGS	100
H203 FINISH AND POLISH DENTAL ALLOYS FOR RPDs	95
F171 SANDBLAST OR SHELLBLAST APPLIANCES	95
H216 SOLDER METAL FRAMEWORKS OF RPDs ELECTRICALLY	89
H200 CHECK FINISHED FRAMEWORK ON DUPLICATE MASTER CASTS FOR ACCURATE FIT	68
F135 DESPRUE CASTINGS	68
F157 PERFORM GENERAL HOUSEKEEPING TASKS	63
H211 PERFORM SELECTIVE GRINDING PROCEDURES ON RPDs	58
H210 PERFORM PREVENTIVE MAINTENANCE ON RPD EQUIPMENT	58
F138 ELIMINATE POSITIVE STONE NODULES	58
H197 ATTACH WROUGHT WIRE CLASPS TO RPDs	42
H215 REMOUNT CASTS OF RPDs TO RESTORE VERTICAL DIMENSIONS	37
H195 ADAPT WROUGHT WIRE CLASPS FOR RPDs	32
F136 DEVEST (RECOVER) CASTINGS	26
A12 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	26
H207 ORIENTATE CASTS OF RPDs	16
H204 FINISH AND POLISH RPDs AFTER CLINICAL ADJUSTMENTS	11
J282 PERFORM ULTRASONIC CLEANING PROCEDURES OF METAL SUBSTRUCTURES	11
H217 SOLDER METAL FRAMEWORKS OF RPDs USING OXYGEN-GAS TORCHES	11
E123 RECEIVE SUPPLIES	11
A23 REVIEW UNIT EMERGENCY OR DISASTER PLANS	11
K305 PERFORM SOLDERING PROCEDURES ON ORTHODONTIC APPLIANCES	11
F129 BOIL OUT WAX FROM MOLDS	11
F167 REMOVE STONE TEETH FROM CASTS	11
B46 SUPERVISE APPRENTICE DENTAL LAB SPECIALISTS (AFSC 98230)	11
F134 DEFLASK PROCESSED APPLIANCES	5
F156 PAINT MOLDS WITH TINFOIL SUBSTITUTES	5
I243 FINISH AND POLISH DENTAL ALLOYS FOR CROWNS, INLAYS, OR FIXED PARTIAL DENTURES	5
K301 FINISH AND POLISH ORTHODONTIC APPLIANCES	5
B33 DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	5

TABLE A13

REMOVABLE PARTIAL DENTURES (RPD) SECTION NCOICs  
(GRP037)

TASKS	PERCENT MEMBERS PERFORMING (N=11)
H200 CHECK FINISHED FRAMEWORK ON DUPLICATE MASTER CASTS FOR ACCURATE FIT	100
H210 PERFORM PREVENTIVE MAINTENANCE ON RPD EQUIPMENT	100
H216 SOLDER METAL FRAMEWORKS OF RPDs ELECTRICALLY	100
H203 FINISH AND POLISH DENTAL ALLOYS FOR RPDs	91
H220 TI-LECTRO POLISH CASTINGS	91
B46 SUPERVISE APPRENTICE DENTAL LAB SPECIALISTS (AFSC 98230)	91
B48 SUPERVISE DENTAL LAB SPECIALISTS (AFSC 98250)	82
H207 ORIENTATE CASTS OF RPDs	82
H211 PERFORM SELECTIVE GRINDING PROCEDURES	82
F171 SANDBLAST OR SHELLBLAST APPLIANCES	82
C69 WRITE APRs	82
H197 ATTACH WROUGHT WIRE CLASPS TO RPDs	82
D75 CONDUCT OJT	73
F135 DESPRUE CASTINGS	73
B29 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	64
C57 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	55
D80 COUNSEL TRAINEES ON TRAINING PROGRESS	55
F138 ELIMINATE POSITIVE STONE NODULES	55
F157 PERFORM GENERAL HOUSEKEEPING TASKS	55
H199 CAST METALLIC DENTURE BASES OR PARTIAL DENTURE FRAMEWORKS	55
H195 ADAPT WROUGHT WIRE CLASPS FOR RPDs	55
A3 DETERMINE WORK PRIORITIES	55
B45 ORIENT NEWLY ASSIGNED PERSONNEL	55
H221 TRANSFER DESIGNS FROM MASTER CASTS TO REFRACTORY CASTS	36
H223 WAX AND ADAPT COMPONENTS OF FRAMEWORK PATTERNS ON REFRACTORY CASTS FOR RPDs	36
H219 SPRUE WAX PATTERNS FOR PRDs	36
H215 REMOUNT CASTS FOR RPDs TO RESTORE VERTICAL DIMENSIONS	36
D95 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	36
B43 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	36
D88 EVALUATE OJT TRAINERS OR TRAINEES	36

TABLE A14  
CERAMIC PROSTHESES FABRICATORS  
(GRP128)

TASKS	PERCENT MEMBERS PERFORMING (N=7)
J274 CONTOUR FIRED PORCELAIN	100
J278 FIRE OPAQUE PORCELAIN	100
J288 STAIN PORCELAIN RESTORATIONS USING EXTRINSIC STAINS (SURFACE)	100
J271 APPLY OPAQUE PORCELAIN	100
J268 APPLY AND FIRE OVER-GLAZE TO CERAMIC PROSTHESES	100
J281 PERFORM ULTRASONIC CLEANING PROCEDURES OF CONTOURED PORCELAIN SURFACES	100
J277 FIRE BODY OR INCISAL PORCELAIN	100
J279 FIRE PORCELAIN TO MATURITY (NATURAL GLAZE)	100
J269 APPLY BODY OR INCISAL PORCELAIN	86
J276 DEGAS METAL SUBSTRUCTURES	86
J282 PERFORM ULTRASONIC CLEANING PROCEDURES OF METAL SUBSTRUCTURES	86
J270 APPLY METAL CONDITIONERS	86
J280 PERFORM PREVENTIVE MAINTENANCE ON DENTAL CERAMIC EQUIPMENT	71
F157 PERFORM GENERAL HOUSEKEEPING TASKS	57
J287 REPAIR OR REPLACE DAMAGED CERAMIC RESTORATIONS	43
J283 POSTSOLDER METAL FRAMES FOR PORCELAIN FUSED TO METAL RESTORATIONS	43
B48 SUPERVISE DENTAL LAB SPECIALISTS (AFSC 98250)	43
A12 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	43
E113 MAKE ENTRIES ON DENTAL LABORATORY PRESCRIPTION AND CONSULTATION REQUEST FORMS (AF FORM 994)	29
I252 PERFORM SELECTIVE GRINDING PROCEDURES ON CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	29
I251 PERFORM PREVENTIVE MAINTENANCE ON CROWN AND FIXED PARTIAL DENTURE EQUIPMENT	29
I257 SOLDER FIXED PARTIAL DENTURE COMPONENTS USING OVENS	29
I237 DEPLATE (STRIP) CROWNS OR INLAYS	29
I225 APPLY AND FIRE OVER-GLAZE TO MANUFACTURED PORCELAIN PONTICS OR FACINGS	29
D75 CONDUCT OJT	29
C69 WRITE APRs	29
B46 SUPERVISE APPRENTICE DENTAL LAB SPECIALISTS (AFSC 98230)	14
F126 BLAST METAL SUBSTRUCTURES WITH ALUMINUM OXIDE	14
I230 CHECK FINISHED CASTING ON DIE FOR ACCURATE FIT	14
A23 REVIEW UNIT EMERGENCY OR DISASTER PLANS	14

**APPENDIX B**  
**JOB DESCRIPTIONS FOR BASE AND AREA DENTAL**  
**LABORATORY PERSONNEL**

DUTY AND TASK PERFORMANCE DATA FOR A SELECTED GROUP, BASED ON BACKGROUND INFORMATION LISTED BELOW, FROM THE 90230 CAREER LADDER. TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT TIME SPENT BY ALL GROUP MEMBERS.

DUTY JOB DESCRIPTION	CASES 498	TASKS 325	DUTIES 12	MBS 237
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....				
PERCENT OF MEMBERS PERFORMING.....				
D-TSM				<4>
DUTY/TASK TITLE				
F			99.16	48.25
I			79.75	22.72
6			83.54	7.60
J			39.24	15.00
H			81.43	6.92
(NOTE: BASE AND AREA DENTAL LAB)				
K			69.62	7.44
E			81.01	4.38
A			68.35	3.76
B			51.05	3.91
C			40.08	3.05
D			31.65	3.74
L			37.97	1.11
PERFORMING GENERAL LABORATORY TASKS				
FABRICATING CROWNS, INLAYS, AND FIXED PARTIAL DENTURES				
FABRICATING AND REPAIRING COMPLETE DENTURES				
FABRICATING CERAMIC PROSTHESES				
FABRICATING AND REPAIRING REMOVABLE PARTIAL DENTURES (RPD)				
(NOTE: BASE AND AREA DENTAL LAB)				
FABRICATING AND REPAIRING ORTHODONTIC APPLIANCES				
PERFORMING ADMINISTRATIVE AND SUPPLY TASKS				
ORGANIZING AND PLANNING				
DIRECTING AND IMPLEMENTING				
INSPECTING AND EVALUATING				
TRAINING				
FABRICATING SPECIAL PROSTHESES				

98230/50 AIRMEN IN BASE DENTAL LAB

DUTY AND TASK PERFORMANCE DATA FOR A SELECTED GROUP, BASED ON BACKGROUND INFORMATION LISTED BELOW, FROM THE 982X0 CAREER LADDER. TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT TIME SPENT BY ALL GROUP MEMBERS.

TASK JOB DESCRIPTION	CASES 498	TASKS 325	DUTIES 12	MBSR 237
<b>O-TSK</b>				
F 157 PERFORM GENERAL HOUSEKEEPING TASKS				
F 158 POUR AND TRIM DIAGNOSTIC CASTS				
F 159 POUR AND TRIM MASTER CASTS				
F 160 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES				
F 161 FABRICATE CUSTOM IMPRESSION TRAYS				
F 162 FINAL FINISH AND POLISH ACRYLIC PRODUCTS				
F 163 FLANK PROSTHETIC APPLIANCES FOR PROCESSING				
F 164 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS				
F 165 HEAT CURE ACRYLIC APPLIANCES				
F 166 WEIGH AND MIX GYPSUM PRODUCTS				
F 167 PREPARE IMPRESSIONS FOR POURING DIAGNOSTIC CASTS OR MASTER CASTS				
F 168 PAINT MOLDS WITH TINFOIL SUBSTITUTES				
F 169 WAX-UP AND CONTOUR DENTURE BASES				
F 170 KEY OR SCORE CASTS				
M 196 ARRANGE ARTIFICIAL TEETH FOR RPD'S				
F 171 CLEAN AND PREPARE MOLDS FOR PACKING				
G 186 ARRANGE ARTIFICIAL TEETH IN WAX FOR CENTRIC OCCLUSION				
F 162 PREPARE FRACTURED AREAS OF DENTURES TO RECEIVE NEW ACRYLIC MATERIAL				
F 160 PREPARE CASTS FOR FLASKING				
F 161 PREPARE CASTS OR MATRICES FOR DENTURE REPAIR				
F 174 DEFLASK PROCESSED APPLIANCES				
F 171 SANDBLAST OR SHELLBLAST APPLIANCES				
F 170 REPLACE BROKEN OR MISSING ARTIFICIAL TEETH ON COMPLETE OR PARTIAL DENTURE BASES				
F 171 CHARACTERIZE (FESTOON) DENTURE BASES				
I 261 WAX-UP OR CARVE PATTERNS FOR CROWNS				
F 174 SOAK CASTS IN SLURRY WATER				
F 172 SELECT ARTIFICIAL TEETH				
F 170 BOIL OUT WAX FROM MOLDS				
F 142 FABRICATE OR ADAPT BASEPLATES				
F 143 FABRICATE SOFT MOUTH GUARDS				
F 141 FABRICATE OCCLUSION RIMS				
F 166 RELINE COMPLETE OR PARTIAL DENTURES USING SELF-CURE (J16) METHOD				
I 254 POUR MASTER CASTS WITH REMOVABLE DIES				



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F 140	FABRICATE NIGHT GUARDS	79.32	1.20	.95	37.78	
G 189	PERFORM SELECTIVE GRINDING PROCEDURES ON COMPLETE DENTURES	74.68	1.26	.94	38.72	35
I 259	SPRUE WAX PATTERNS FOR CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	64.56	1.40	.90	39.63	
G 191	RECOUNT CASTS	75.95	1.19	.90	40.53	
F 155	PACK FLASKED APPLIANCES	69.62	1.29	.90	41.43	
F 132	CHARACTERIZE TOOTH ARRANGEMENTS	69.62	1.29	.90	42.33	
F 125	BEAD AND BOX IMPRESSIONS	81.01	1.08	.88	43.20	40
F 164	PREPARE SLURRY WATER	82.28	1.05	.86	44.06	
F 130	ELIMINATE POSITIVE STONE MODULES	75.95	1.12	.85	44.91	
G 188	PERFORM PREVENTIVE MAINTENANCE ON EQUIPMENT USED ON COMPLETE DENTURES	72.15	1.17	.85	45.76	
I 249	MOUNT CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	67.93	1.24	.84	46.60	
I 235	CONSTRUCT STONE DIES	62.03	1.34	.83	47.43	45
G 185	ARRANGE ARTIFICIAL TEETH IN WAX FOR BALANCED ECCENTRIC OCCLUSION	65.82	1.25	.82	48.26	
I 247	INVEST WAX PATTERNS FOR CROWN, INLAYS, AND FIXED PARTIAL DENTURES	60.76	1.33	.81	49.06	
I 230	CHECK FINISHED CASTING ON DIE FOR ACCURATE FIT	60.76	1.32	.80	49.87	
F 180	WEIGH AND MEASURE DENTAL LABORATORY MATERIALS USING METRIC SYSTEM	68.35	1.16	.79	50.66	
I 248	LUBRICATE DIES	64.14	1.23	.79	51.45	50
F 154	PACK CASES FOR SHIPMENT	68.35	1.12	.77	52.22	
I 283	FINISH AND POLISH DENTAL ALLOYS FOR CROWNS, INLAYS, OR FIXED PARTIAL DENTURES	56.54	1.36	.77	52.98	
I 262	WAX-UP OR CARVE PATTERNS FOR FIXED PARTIAL DENTURES	49.79	1.52	.76	53.74	
M 201	CONSTRUCT TREATMENT (TRANSITIONAL OR TEMPORARY) RPD'S	56.54	1.33	.75	54.50	
I 250	OCCLUDE CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES	62.03	1.21	.75	55.25	55
F 130	BURN OUT INVESTED WAX OR PLASTIC PATTERNS	61.18	1.21	.74	55.98	
F 167	REMOVE STONE TEETH FROM CASTS	73.84	.99	.73	56.72	
I 266	WEIGH AND MEASURE DENTAL LABORATORY MATERIALS USING TROY SYSTEM	56.54	1.29	.73	57.45	
I 252	PERFORM SELECTIVE GRINDING PROCEDURES ON CROWNS, INLAYS, AND FIXED PARTIAL DENTURES	56.54	1.27	.72	58.17	
F 135	DESURFACE CASTINGS	57.81	1.23	.71	58.88	60
F 144	FABRICATE SURGICAL STENTS AND SPLINTS (TEMPLATES)	70.89	1.00	.71	59.58	
F 178	UNPACK CASES RECEIVED FROM OTHER BASES	65.82	1.05	.69	60.28	
I 265	WAX-UP PATTERNS USING WAX ADDITIVE TECHNIQUE	46.84	1.46	.68	60.96	
F 192	MOUNT CASTS ON ARTICULATORS USING FACE BOW TRANSFERS	66.67	1.00	.67	61.62	
I 229	CAST CONVENTIONAL GOLD ALLOYS USING GAS AND AIR	49.79	1.29	.64	62.27	65
I 236	DEOXIDIZE (PICKLE) GOLD ALLOYS	58.23	1.10	.64	62.91	
E 113	MAKE ENTRIES ON DENTAL LABORATORY PRESCRIPTION AND CONSULTATION REQUEST FORMS (AF FORM 994)	51.48	1.21	.62	63.53	
F 136	DEVEST (RECOVER) CASTINGS	54.43	1.14	.62	64.15	
M 211	PERFORM SELECTIVE GRINDING PROCEDURES ON RPD'S	45.15	1.29	.58	64.74	
M 294	BEND WIRE FOR ORTHODONTIC APPLIANCES	51.90	1.11	.58	65.31	70
I 251	PERFORM PREVENTIVE MAINTENANCE ON CROWN AND FIXED PARTIAL DENTURE EQUIPMENT	51.90	1.11	.58	65.89	
M 296	FABRICATE ACRYLIC ORTHODONTIC APPLIANCES	54.01	1.05	.57	66.46	
I 264	WAX-UP OR CARVE PATTERNS FOR VARIOUS TYPES OF PONTICS OR FACINGS	40.51	1.39	.56	67.02	
M 301	FINISH AND POLISH ORTHODONTIC APPLIANCES	54.85	1.02	.56	67.58	
G 187	FABRICATE REMOUNTING INDEXES	54.85	.98	.54	68.12	75
M 195	ADAPT WROUGHT WIRE CLASPS FOR RPD'S	48.95	1.09	.54	68.66	



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6 182 ADAPT PALATAL RELIEF MATERIALS ONTO CAST	33.33	.87	.29	84.97	
B 46 SUPERVISE APPRENTICE DENTAL LAB SPECIALISTS (AFSC 98230)	22.36	1.19	.27	85.24	
E 103 INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	30.38	.84	.26	85.50	120
F 127 BLOCK OUT AND RELIEVE MASTER CASTS	25.74	.97	.25	85.75	
K 126 BLAST METAL SUBSTRUCTURES WITH ALUMINUM OXIDE	22.36	1.10	.25	85.99	
R 300 FABRICATE REMOVABLE SPACE MAINTAINERS	27.43	.88	.24	86.23	
J 280 PERFORM PREVENTIVE MAINTENANCE ON DENTAL CERAMIC EQUIPMENT	22.78	1.04	.24	86.47	
J 288 APPLY AND FIRE OVER-GLAZE TO CERAMIC PROSTHESES	21.52	1.07	.23	86.70	125
J 288 STAIN PORCELAIN RESTORATIONS USING EXTRINSIC STAINS (SURFACE)	22.36	1.02	.23	86.93	
K 302 FINISH AND POLISH ORTHODONTIC DIAGNOSTIC CASTS	16.88	1.33	.22	87.15	
K 297 FABRICATE FIXED SPACE MAINTAINERS	25.32	.85	.21	87.37	
C 69 WRITE APR'S	23.21	.91	.21	87.58	
E 110 MAINTAIN TOOTH ORDER CONTRACTS	22.78	.93	.21	87.79	130
D 75 CONDUCT OJT	24.47	.85	.21	88.00	
F 173 SHAPE AND ADAPT MANUFACTURED ACRYLIC RESIN VENEER	25.32	.82	.21	88.21	
F 176 STAIN DENTURE BASES	26.16	.79	.21	88.42	
I 245 HEAT TREAT GOLD ALLOY CASTINGS	21.10	.97	.20	88.62	
C 52 ANALYZE WORKLOAD REQUIREMENTS	25.32	.80	.20	88.82	135
I 228 CAST ALLOYS ELECTRICALLY FOR FIXED PROSTHESES	18.57	1.06	.20	89.02	
G 104 ADAPT PREFABRICATED PALATAL DENTURE COMPONENTS ONTO CASTS	21.52	.91	.19	89.22	
H 210 PERFORM PREVENTIVE MAINTENANCE ON RPD EQUIPMENT	15.61	1.25	.19	89.41	
I 236 REPAIR METAL CROWNS	24.05	.80	.19	89.60	
I 260 TRIM DIES	22.36	.85	.19	89.79	140
I 242 FABRICATE TEMPORARY ACRYLIC RESIN FIXED PARTIAL DENTURES OR CROWNS	24.05	.79	.19	89.99	
K 305 PERFORM SOLDERING PROCEDURES ON ORTHODONTIC APPLIANCES	20.68	.91	.19	90.17	
B 39 IMPLEMENT SECURITY PROGRAMS	6.75	2.75	.19	90.36	
B 33 DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	21.94	.84	.18	90.54	
B 48 SUPERVISE DENTAL LAB SPECIALISTS (AFSC 98250)	17.30	1.04	.18	90.72	145
H 216 SOLDER METAL FRAMEWORKS OF RPD'S ELECTRICALLY	19.41	.92	.18	90.90	
I 233 POLISH ACRYLIC FACINGS OR PONTICS	23.63	.75	.18	91.08	
K 309 REPAIR BROKEN ORTHODONTIC APPLIANCES (METAL PORTIONS)	18.99	.93	.18	91.25	
E 124 RESEARCH SUPPLY CATALOGS	24.47	.72	.18	91.43	
J 291 VAX PATTERNS DIRECTLY TO SUBSTRUCTURE SHAPE INO FULL CONTOUR WAX-UP)	15.19	1.15	.17	91.60	150
B 45 ORIENT NEWLY ASSIGNED PERSONNEL	21.94	.79	.17	91.78	
F 168 REPAIR FRACTURED OR BROKEN APPLIANCES USING HEAT CURE METHOD	22.78	.75	.17	91.95	
K 299 FABRICATE LINGUAL ARCHES	16.46	.99	.16	92.11	
I 257 SOLDER FIXED PARTIAL DENTURE COMPONENTS USING OVENS	19.83	.80	.16	92.27	
A 17 PLAN WORK ASSIGNMENTS	19.41	.80	.16	92.43	155
H 214 PREPARE CASTS FOR CORRECTED CAST TECHNIQUES	18.57	.82	.15	92.58	
E 104 ISSUE SUPPLIES	17.72	.84	.15	92.73	
B 29 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	21.10	.68	.14	92.87	
D 88 EVALUATE OJT TRAINERS OR TRAINEES	6.33	2.22	.14	93.01	
B 34 DIRECT MAINTENANCE OR UTILIZATION OF FACILITIES OR WORK AREAS	15.19	.91	.14	93.15	160
D 95 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	17.72	.78	.14	93.29	
C 61 EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	17.30	.78	.13	93.42	
L 311 FABRICATE CASTS FROM IMPRESSIONS FOR FACE MASKS	25.74	.51	.13	93.55	
J 295 PRESOLDER METAL FRAMES FOR PORCELAIN FUSED TO METAL RESTORATIONS	13.08	.96	.13	93.68	

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1225	APPLY AND FIRE OVER-GLAZE TO MANUFACTURED PORCELAIN PONICS OR FACINGS	14.77	.85	.12	93.81	165
2	DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	20.25	.61	.12	93.93	
193	STABILIZE BASEPLATES WITH SOFT LINER	16.03	.77	.12	94.05	
9	ESTABLISH PERFORMANCE STANDARDS	15.61	.78	.12	94.18	
86	DEVELOP TRAINING AIDS	5.49	2.18	.12	94.30	
237	DEPLETE (STRIP) CROWNS OR INLAYS	11.39	1.00	.11	94.41	170
80	COUNSEL TRAINEES ON TRAINING PROGRESS	13.92	.82	.11	94.52	
5	DEVELOP SELF-INSPECTION PROGRAMS	13.92	.81	.11	94.64	
290	STAIN PORCELAIN RESTORATIONS USING OPAQUE MODIFIERS	12.66	.87	.11	94.75	
283	POSTSOLDER METAL FRAMES FOR PORCELAIN FUSED TO METAL RESTORATIONS	13.08	.84	.11	94.86	
57	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	15.61	.70	.11	94.97	175
11	ESTABLISH WORK SCHEDULES	15.61	.69	.11	95.07	
289	STAIN PORCELAIN RESTORATIONS USING INTRINSIC STAINS (INTERNAL)	13.08	.79	.10	95.18	
287	REPAIR OR REPLACE DAMAGED CERAMIC RESTORATIONS	15.19	.67	.10	95.28	
13	PLAN EQUIPMENT OR FACILITY MAINTENANCE REQUIREMENTS	15.19	.67	.10	95.38	
1	ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	8.86	1.13	.10	95.48	180
31	DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	13.08	.76	.10	95.58	
137	DUPLICATE MASTER CASTS	13.50	.72	.10	95.68	
306	POUR ORTHODONTIC IMPRESSION USING ORTHODONTIC BASE FORMER	8.44	1.14	.10	95.77	
200	CHECK FINISHED FRAMEWORK ON DUPLICATE MASTER CASTS FOR ACCURATE FIT	11.39	.84	.10	95.87	
207	ORIENTATE CASTS OF RPD'S	8.86	1.05	.09	95.96	185
23	REVIEW UNIT EMERGENCY OR DISASTER PLANS	6.33	1.45	.09	96.05	
273	CAST METAL SUBSTRUCTURES USING INDUCTION CASTING MACHINE	7.59	1.19	.09	96.14	
203	FINISH AND POLISH DENTAL ALLOYS FOR RPD'S	5.06	1.72	.09	96.23	
55	EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	12.24	.68	.08	96.31	
81	DETERMINE OJT TRAINING REQUIREMENTS	10.55	.76	.08	96.39	190
43	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	12.24	.63	.08	96.47	
53	ENDORSE AIRMAN PERFORMANCE REPORTS (APR)	9.70	.78	.08	96.55	
24	SCHEDULE LEAVES, PASSES, OR TDY'S	11.81	.62	.07	96.62	
25	ASSIGN PERSONNEL TO DUTY POSITIONS	10.97	.66	.07	96.69	
255	REPAIR ACRYLIC FACINGS ON VENEER CROWNS	10.13	.69	.07	96.76	195
62	EVALUATE PROCEDURES FOR STORAGE, INVENTORY, OR INSPECTION OF PROPERTY ITEMS	10.97	.62	.07	96.83	
177	TRANSFER DESIGN ONTO MASTER CASTS FROM DIAGNOSTIC CASTS FOR OTHER THAN REMOVABLE PARTIAL DENTURES (RPD)	9.28	.72	.07	96.90	
115	MAKE ENTRIES ON ISSUE/TURN-IN REQUEST FORMS (AF FORM 2005)	11.39	.59	.07	96.96	
106	MAINTAIN FEDERAL SUPPLY CATALOG AND CHANGE BULLETINS	4.64	1.44	.07	97.03	
36	DRAFT OR WRITE CORRESPONDENCE	11.39	.58	.07	97.10	200
240	FABRICATE ACRYLIC RESIN VENEER USING SELF-CURING ACRYLIC TECHNIQUE	10.55	.63	.07	97.16	
114	MAKE ENTRIES ON INVENTORY ADJUSTMENT VOUCHER FORMS (AF FORM 85)	8.44	.76	.06	97.23	
40	IMPLEMENT SELF-INSPECTION PROGRAMS	8.86	.72	.06	97.29	
314	FABRICATE EAR PLUGS	8.02	.79	.06	97.36	
183	ADAPT PREFABRICATED DENTURE BUCCAL (GINGIVAL) COMPONENTS ONTO CASTS	8.02	.79	.06	97.42	205
92	IMPLEMENT OR DIRECT OJT TRAINING PROGRAMS	5.91	1.05	.06	97.48	
175	STAIN ACRYLIC TEETH USING DRY HEAT CURED ACRYLIC TECHNIQUE	8.86	.66	.06	97.54	
38	IMPLEMENT SAFETY PROGRAMS	8.44	.68	.06	97.60	

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C 67	EVALUATE WORK SCHEDULES	9.70	.59	.06	97.65	210
E 112	MAKE ENTRIES ON CUSTODIAN REQUEST/RECEIPT FORMS (AF FORM 6018)	10.13	.56	.06	97.71	
L 312	FABRICATE CLEFT PALATE OBTURATORS	8.02	.71	.06	97.77	
E 120	MAKE ENTRIES ON REQUEST FOR ISSUE OR TURN-IN FORMS (DD FORM 1150 OR AF FORM 1801)	7.17	.75	.05	97.82	
I 239	FABRICATE ACRYLIC RESIN VENEER USING DRY HEAT CURED ACRYLIC TECHNIQUE	9.70	.55	.05	97.87	
M 220	TI-LECTOR POLISH CASTINGS	.84	6.03	.05	97.93	
I 244	GOLD PLATE CROWN OR FIXED PARTIAL DENTURES	6.33	.79	.05	97.98	215
J 284	PREPARE DIES FOR PORCELAIN JACKET CROWNS	5.49	.89	.05	98.02	
K 298	FABRICATE INDIRECT BANDS FROM BAND MATERIAL	5.06	.94	.05	98.07	
B 41	IMPLEMENT SUGGESTION PROGRAMS	7.17	.65	.05	98.12	
C 58	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	6.33	.73	.05	98.16	
E 121	ORDER SUPPLIES USING TELEPHONE PROCEDURES	6.33	.71	.05	98.21	220
L 315	FABRICATE EAR, NOSE, OR EXTREMITY PROTHESES	2.95	1.44	.04	98.25	
D 77	CONDUCT SAFETY TRAINING	5.91	.70	.04	98.29	
A 15	PLAN SAFETY PROGRAMS	5.91	.69	.04	98.33	
A 18	PREPARE AGENDA FOR STAFF MEETINGS	6.75	.60	.04	98.38	
A 8	ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	8.44	.48	.04	98.42	225
A 16	PLAN SECURITY PROGRAMS	5.49	.73	.04	98.46	
J 270	APPLY METAL CONDITIONERS	5.06	.78	.04	98.50	
D 96	PLAN OJT	6.75	.57	.04	98.53	
C 60	EVALUATE JOB DESCRIPTIONS	7.17	.53	.04	98.57	
D 94	MAINTAIN STUDY REFERENCE FILES	5.91	.63	.04	98.61	230
L 325	FABRICATE SPLINTS TO INCLUDE ARCHBARS	3.80	.97	.04	98.65	
A 4	DEVELOP ORGANIZATIONAL CHARTS	6.75	.55	.04	98.68	
C 56	EVALUATE BUDGETING OR FINANCIAL REQUIREMENTS	7.17	.51	.04	98.72	
C 65	EVALUATE SUGGESTIONS	5.49	.63	.03	98.75	
B 42	INITIATE PERSONNEL ACTION REQUESTS, SUCH AS ASSIGNMENT/ PERSONNEL ACTION FORMS (AF FORM 2095)	5.91	.58	.03	98.79	235
A 14	PLAN LAYOUT OF FACILITIES	5.49	.61	.03	98.82	
C 59	EVALUATE INSPECTION REPORTS OR PROCEDURES	5.49	.59	.03	98.85	
H 209	PERFORM PAINT-ON PROCEDURES FOR INVESTMENTS	3.38	.92	.03	98.89	
L 318	FABRICATE INCLINED PLANE	3.38	.91	.03	98.92	
E 116	MAKE ENTRIES ON NON-NSM REQUISITION (MANUAL) FORMS (DD FORM 1348-6)	5.49	.56	.03	98.95	240
G 192	SPRUE COMPLETE DENTURE WAX PATTERNS WHEN USING FLUID RESIN TECHNIQUES	5.06	.57	.03	98.98	
B 26	CONDUCT BRIEFINGS	7.59	.38	.03	99.00	
B 27	CONDUCT STAFF MEETINGS	4.64	.61	.03	99.03	
A 21	PREPARE JOB DESCRIPTIONS	5.91	.46	.03	99.06	
B 30	DIRECT DEVELOPMENT OR MAINTENANCE OF STATUS BOARDS, GRAPHS, OR CHARTS	3.80	.69	.03	99.09	245
D 90	EVALUATE TRAINING METHODS OR TECHNIQUES	3.80	.69	.03	99.11	
C 64	EVALUATE SECURITY PROGRAMS	4.64	.54	.03	99.14	
E 105	MAINTAIN AF MEDICAL MATERIEL LETTER (AFMML) FILES	4.64	.51	.02	99.16	
B 44	MAINTAIN CONTINGENCY PLANS	2.53	.93	.02	99.18	
C 63	EVALUATE SAFETY PROGRAMS	4.22	.54	.02	99.21	250
D 78	CONDUCT SECURITY TRAINING	3.38	.65	.02	99.23	
A 7	DRAFT BUDGET OR FINANCIAL REQUIREMENTS	5.91	.37	.02	99.25	
D 101	SELECT INDIVIDUALS FOR SPECIALIZED TRAINING	4.64	.47	.02	99.27	

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I 233	CONSTRUCT DIES USING CERAMIC DIE SYSTEM	2.11	1.01	.02	99.29
M 217	SOLDER METAL FRAMEWORKS OF RPD'S USING OXYGEN-GAS TORCHES	3.38	.62	.02	99.32
J 267	ADAPT PLATINUM OR GOLD MATRIX FOR PORCELAIN JACKET CROWNS	2.95	.71	.02	99.34
L 316	FABRICATE FACIAL MOULAGE	2.95	.70	.02	99.36
E 119	MAKE ENTRIES ON REPORT OF SURVEY FORMS (DD FORM 200)	3.80	.53	.02	99.38
G 194	STABILIZE BASEPLATES WITH ZINC OXIDE EUGENOL (ZNOE)	3.80	.52	.02	99.40
	IMPRESSION BASE				
B 50	SUPERVISE DENTAL LAB TECHNICIANS (AFSC 98270)	2.11	.93	.02	99.42
B 51	SUPERVISE MILITARY PERSONNEL OTHER THAN AFS 982X0	1.27	1.53	.02	99.44
M 205	INVEST WAX PATTERNS FOR METALLIC DENTURE BASES OR RPD'S	2.11	.90	.02	99.46
B 47	SUPERVISE CIVILIAN PERSONNEL	2.53	.75	.02	99.47
D 73	ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	4.22	.85	.02	99.49
K 307	PREPARE KESLING SET UPS	2.95	.61	.02	99.51
D 79	CONDUCT TRAINING CONFERENCES OR BRIEFINGS	2.95	.59	.02	99.53
M 213	PREPARE BLOCK-OUT WAX	2.53	.68	.02	99.55
M 218	SPRUE RPD DENTURE BASES WHEN USING FLUID RESIN TECHNIQUE	2.53	.67	.02	99.56
H 212	POUR AND TRIM REFRACTORY CASTS	1.69	.93	.02	99.58
B 37	IMPLEMENT COST REDUCTION PROGRAMS	4.22	.36	.02	99.59
J 286	REMOVE PLATINUM OR GOLD MATRIX FROM FIRED PORCELAIN JACKET CROWNS	2.11	.72	.02	99.61
C 70	WRITE CIVILIAN PERFORMANCE REPORTS OR SUPERVISORY APPRAISALS	1.69	.87	.01	99.62
A 20	PREPARE BRIEFINGS	4.64	.31	.01	99.64
A 22	PREPARE UNIT ORIENTATION PROGRAM	2.53	.54	.01	99.65
B 32	DIRECT MAINTENANCE OF PUBLICATION LIBRARIES	2.95	.46	.01	99.67
L 310	FABRICATE BURN STENTS	2.53	.54	.01	99.68
E 108	MAINTAIN PUBLICATIONS LIBRARIES	2.53	.52	.01	99.69
D 99	PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	2.53	.49	.01	99.70
H 199	CAST METALLIC DENTURE BASES OR PARTIAL DENTURE FRAMEWORKS	2.11	.59	.01	99.72
A 10	ESTABLISH PUBLICATION LIBRARIES	3.38	.36	.01	99.73
D 84	DEVELOP PERFORMANCE TESTS	2.11	.58	.01	99.74
L 319	FABRICATE MANDIBULAR GUIDE FLANGE	1.27	.91	.01	99.75
D 91	EVALUATE TRAINING PROGRESS OR RESIDENT COURSE STUDENTS	1.69	.68	.01	99.76
M 208	PAINT CAST SEALER	1.69	.60	.01	99.78
D 98	PREPARE TRAINING REPORTS	2.11	.46	.01	99.78
E 122	PREPARE QUARTERLY AREA DENTAL LABORATORY REPORTS	1.69	.57	.01	99.79
B 28	CONDUCT SYMPOSIUMS, CONFERENCES, OR WORKSHOPS	2.11	.45	.01	99.80
A 19	PREPARE AGENDA FOR SYMPOSIUMS, CONFERENCES, OR WORKSHOPS	2.11	.44	.01	99.81
E 107	MAINTAIN MANPOWER AUTHORIZATION DOCUMENTS	1.69	.52	.01	99.82
C 66	EVALUATE UNIT EMERGENCY PLANS	1.69	.52	.01	99.83
C 71	WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	1.69	.50	.01	99.84
M 206	MARK INVESTMENT MOLDS WITH INGOY SIZE	.84	.62	.01	99.85
D 93	IMPLEMENT OR DIRECT RESIDENT TRAINING PROGRAMS	1.27	.61	.01	99.85
C 68	INVESTIGATE ACCIDENTS OR INCIDENTS	1.69	.40	.01	99.86
E 111	MAKE ENTRIES ON CIVILIAN TIMECARDS	1.69	.38	.01	99.87
C 54	ENDORSE CIVILIAN PERSONNEL REPORTS	.42	1.45	.01	99.87
D 72	ADMINISTER TESTS	1.69	.36	.01	99.88
D 74	ASSIGN RESIDENT COURSE INSTRUCTORS	1.27	.47	.01	99.89
D 89	EVALUATE TRAINING MATERIALS OR AIDS	1.27	.45	.01	99.89
L 321	FABRICATE PALATAL LIFTS	1.27	.43	.01	99.90
I 241	FABRICATE SWING-LOCK RPD'S	1.27	.37	.00	99.90
D 76	CONDUCT RESIDENT COURSE CLASSROOM TRAINING	.84	.53	.00	99.91
D 85	DEVELOP RESIDENT COURSE OR CAREER DEVELOPMENT COURSE (CDC) CURRICULUM MATERIALS	1.27	.32	.00	99.91

98230/50 AIRMEN IN AREA DENTAL LAB

DUTY AND TASK PERFORMANCE DATA FOR A SELECTED GROUP, BASED ON BACKGROUND INFORMATION LISTED BELOW, FROM THE 982X0 CAREER LADDER. TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT TIME SPENT BY ALL GROUP MEMBERS.

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DUTY AND TASK PERFORMANCE DATA FOR A SELECTED GROUP, BASED ON BACKGROUND INFORMATION LISTED BELOW, FROM THE 98230 CAREER LADDER. TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT TIME SPENT BY ALL GROUP MEMBERS.

TASK JOB DESCRIPTION	CASES 498	TASKS 325	DUTIES 12	MBRS 133	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....	PERCENT OF MEMBERS PERFORMING.....	DUTY/TASK TITLE	TASK SEQ NO
D-TSK										
H 223 WAX AND ADAPT COMPONENTS OF FRAMEWORK PATTERNS ON REFRACTORY CASTS FOR RPD'S					30.08	13.57	4.08	4.08		
H 221 TRANSFER DESIGNS FROM MASTER CASTS TO REFRACTORY CASTS					29.32	11.10	3.26	7.34		
H 219 SPRUE WAX PATTERNS FOR RPD'S					29.32	10.51	3.08	10.42		
H 203 FINISH AND POLISH DENTAL ALLOYS FOR RPD'S					29.32	9.46	2.77	13.19		
F 157 PERFORM GENERAL HOUSEKEEPING TASKS					50.38	5.43	2.73	15.93		5
H 195 ADAPT WROUGHT WIRE CLASPS FOR RPD'S					37.59	7.11	2.67	18.60		
H 220 TIELECTOR POLISH CASTINGS					30.83	7.53	2.32	20.92		
H 197 ATTACH WROUGHT WIRE CLASPS TO RPD'S					33.08	6.52	2.16	23.08		
F 171 SANDBLAST OR SHELLBLAST APPLIANCES					42.11	4.80	2.02	25.10		
H 200 CHECK FINISHED FRAMEWORK ON DUPLICATE MASTER CASTS FOR ACCURATE FIT					25.56	7.25	1.85	26.95		10
F 135 DESPRUE CASTINGS					33.08	5.19	1.72	28.67		
F 138 ELIMINATE POSITIVE STONE MODULES					33.83	4.52	1.53	30.20		
H 211 PERFORM SELECTIVE GRINDING PROCEDURES ON RPD'S					21.80	6.79	1.48	31.68		
H 216 SOLDER METAL FRAMEWORKS OF RPD'S ELECTRICALLY					27.07	5.36	1.45	33.13		
F 128 BLOCK OUT UNDESIRABLE UNDERCUTS					24.06	5.37	1.29	34.42		15
I 262 WAX-UP OR CARVE PATTERNS FOR FIXED PARTIAL DENTURES					22.56	5.61	1.26	35.69		
H 210 PERFORM PREVENTIVE MAINTENANCE ON RPD EQUIPMENT					26.32	4.78	1.26	36.95		
I 261 WAX-UP OR CARVE PATTERNS FOR CROWNS					24.06	5.05	1.21	38.16		
F 127 BLOCK OUT AND RELIEVE MASTER CASTS					16.54	6.75	1.12	39.28		
I 243 FINISH AND POLISH DENTAL ALLOYS FOR CROWNS, INLAYS, OR FIXED PARTIAL DENTURES					20.30	5.32	1.08	40.36		20
B 48 SUPERVISE DENTAL LAB SPECIALISTS (AFSC 98250)					20.30	5.16	1.05	41.41		
I 249 MOUNT CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES					24.81	4.03	1.00	42.41		
I 259 SPRUE WAX PATTERNS FOR CROWNS, INLAYS, AND FIXED PARTIAL DENTURES					23.31	4.27	1.00	43.40		
I 264 WAX-UP OR CARVE PATTERNS FOR VARIOUS TYPES OF PONTICS OR FACINGS					21.80	4.56	.99	44.40		
I 230 CHECK FINISHED CASTING ON DIE FOR ACCURATE FIT					21.80	4.44	.97	45.36		25
B 46 SUPERVISE APPRENTICE DENTAL LAB SPECIALISTS (AFSC 98230)					22.56	4.15	.94	46.30		
I 248 LUBRICATE DIES					21.80	4.05	.88	47.18		
I 257 INVEST WAX PATTERNS FOR CROWN, INLAYS, AND FIXED PARTIAL DENTURES					21.05	4.04	.85	48.04		
H 196 ARRANGE ARTIFICIAL TEETH FOR RPD'S					12.78	6.63	.85	48.88		
H 207 ORIENTATE CASTS OF RPD'S					17.29	4.89	.85	49.73		30
I 250 OCCLUDE CASTS FOR INLAYS, CROWNS, OR FIXED PARTIAL DENTURES					25.56	3.30	.84	50.57		
I 265 WAX-UP PATTERNS USING WAX ADDITIVE TECHNIQUE					18.80	4.45	.84	51.41		
F 136 DEVEST (RECOVER) CASTINGS					21.05	3.78	.79	52.20		



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J 202 PERFORM ULTRASONIC CLEANING PROCEDURES OF METAL SUBSTRUCTURES 18.05 4.33 .78 52.98

I 252 PERFORM SELECTIVE GRINDING PROCEDURES ON CROWNS, INLAYS, AND FIXED PARTIAL DENTURES 21.05 3.68 .77 53.76 35

A 12 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS 27.82 2.78 .77 54.53

C 69 WRITE APR'S 21.05 3.56 .75 55.28

F 174 SOAK CASTS IN SLURRY WATER 14.29 5.12 .73 56.01

F 154 PACK CASES FOR SHIPMENT 5.26 13.68 .72 56.73

F 181 WEIGH AND MIX GYPSUM PRODUCTS 21.05 3.35 .70 57.44 40

E 113 MAKE ENTRIES ON DENTAL LABORATORY PRESCRIPTION AND CONSULTATION REQUEST FORMS (AF FORM 994) 14.29 4.89 .70 58.14

J 292 WAX SUBSTRUCTURE PATTERNS TO FULL CONTOUR PRIOR TO CUTBACK 15.79 4.37 .69 58.83

H 215 REMOUNT CASTS OF RPD'S TO RESTORE VERTICAL DIMENSIONS 11.28 6.10 .69 59.51

F 130 BURN OUT INVESTED WAX OR PLASTIC PATTERNS 19.55 3.50 .68 60.20

J 274 CONTOUR FIRED PORCELAIN 15.04 4.32 .65 60.85 45

F 151 MOUNT CASTS ON ARTICULATORS USING ARBITRARY MOUNTING TECHNIQUES 22.56 2.82 .64 61.48

I 251 PERFORM PREVENTIVE MAINTENANCE ON CROWN AND FIXED PARTIAL DENTURE EQUIPMENT 17.29 3.64 .63 62.11

H 212 POUR AND TRIM REFRACTORY CASTS 13.53 4.37 .59 62.70

I 246 INVEST FIXED PARTIAL DENTURE COMPONENTS OR CROWNS FOR SOLDERING 19.55 3.00 .59 63.29

F 126 BLAST METAL SUBSTRUCTURES WITH ALUMINUM OXIDE 17.29 3.35 .58 63.87 50

H 202 DEHYDRATE REFRACTORY CASTS 12.03 4.62 .56 64.42

M 206 MARK INVESTMENT MOLDS WITH INGOT SIZE 11.28 4.82 .54 64.97

F 180 WEIGH AND MEASURE DENTAL LABORATORY MATERIALS USING METRIC SYSTEM 18.80 2.89 .54 65.51

F 137 DUPLICATE MASTER CASTS 12.78 4.25 .54 66.05

E 123 RECEIVE SUPPLIES 12.03 4.36 .52 66.58 55

I 227 ASSEMBLE FIXED PARTIAL DENTURE COMPONENTS FOR SOLDERING 18.05 2.87 .52 67.10

H 222 TRANSFER SURVEY AND DESIGN FROM DIAGNOSTIC TO MASTER CASTS FOR RPD'S 6.77 7.52 .51 67.61

J 278 FIRE OPAQUE PORCELAIN 15.79 3.07 .48 68.09

J 268 APPLY AND FIRE OVER-GLAZE TO CERAMIC PROSTHESES 13.53 3.56 .48 68.57

J 269 APPLY BODY OR INCISAL PORCELAIN 14.29 3.37 .48 69.05 60

F 172 SELECT ARTIFICIAL TEETH 10.53 4.48 .47 69.53

I 229 CAST CONVENTIONAL GOLD ALLOYS USING GAS AND AIR 12.78 3.68 .47 70.00

J 288 STAIN PORCELAIN RESTORATIONS USING EXTRINSIC STAINS (SURFACE) 13.53 3.47 .47 70.47

I 263 WAX-UP OR CARVE PATTERNS FOR INLAYS 13.53 3.46 .47 70.93

J 275 CUTBACK SUBSTRUCTURE WAX PATTERNS FOR PORCELAIN FUSED TO METAL RESTORATIONS 15.79 2.92 .46 71.40 65

J 271 APPLY OPAQUE PORCELAIN 15.04 3.06 .46 71.86

M 199 PERFORM PAINT-ON PROCEDURES FOR INVESTMENTS 12.03 3.78 .46 72.31

H 199 CAST METALLIC DENTURE BASES OR PARTIAL DENTURE FRAMEWORKS 12.03 3.77 .45 72.76

J 277 FIRE BODY OR INCISAL PORCELAIN 15.04 2.99 .45 73.21

J 281 PERFORM ULTRASONIC CLEANING PROCEDURES OF CONTOURED PORCELAIN SURFACES 15.04 2.96 .45 73.66 70

I 226 APPLY DIE SPACER TO DIE 14.29 3.10 .44 74.10

I 258 SOLDER FIXED PARTIAL DENTURE COMPONENTS USING GAS-AIR TORCHES 16.54 2.68 .44 74.55

D 75 CONDUCT OJT 15.79 2.79 .44 74.99

I 238 ELIMINATE WAX OR OTHER LUTING MATERIALS FROM SOLDERING INDEX PRIOR TO SOLDERING 15.04 2.90 .44 75.42

J 279	FIRE PORCELAIN TO MATURITY (NATURAL GLAZE)	14.29	2.95	.42	75.84	75
J 272	CAST METAL SUBSTRUCTURES USING GAS AND OXYGEN	11.28	3.67	.41	76.26	
B 45	ORIENT NEWLY ASSIGNED PERSONNEL	18.80	2.13	.40	76.66	
J 276	DEGAS METAL SUBSTRUCTURES	14.29	2.77	.40	77.05	
M 224	WAX DIP REFRACTORY CASTS	11.28	3.39	.38	77.44	
D 95	MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	12.03	3.16	.38	77.82	80
O 80	COUNSEL TRAINEES ON TRAINING PROGRESS	12.78	2.95	.38	78.19	
F 149	KEY OR SCORE CASTS	14.29	2.55	.36	78.56	
B 29	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	14.29	2.50	.36	78.91	
F 164	PREPARE SLURRY WATER	15.79	2.18	.34	79.26	
I 236	DEOXIDIZE (PICKLE) GOLD ALLOYS	15.04	2.22	.33	79.59	85
B 33	DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	9.77	3.39	.33	79.92	
A 3	DETERMINE WORK PRIORITIES	12.03	2.74	.33	80.25	
I 231	CHECK WAX ADDITIVE TECHNIQUE WITH DISCLOSING MEDIUM	8.27	3.98	.33	80.58	
M 213	PREPARE BLOCK-OUT WAX	9.02	3.56	.32	80.90	
I 266	WEIGH AND MEASURE DENTAL LABORATORY MATERIALS USING TROY SYSTEM	8.27	3.85	.32	81.22	90
M 218	SPRUE RPD DENTURE BASES WHEN USING FLUID RESIN TECHNIQUE	1.50	20.46	.31	81.53	
M 204	FINISH AND POLISH RPD'S AFTER CLINICAL ADJUSTMENTS	6.02	5.06	.30	81.83	
F 178	IMPACT CASES RECEIVED FROM OTHER BASES	3.01	9.93	.30	82.13	
M 205	INVEST WAX PATTERNS FOR METALLIC DENTURE BASES OR RPD'S	8.27	3.54	.29	82.42	
E 118	MAKE ENTRIES ON RECORD OF DENTAL PRECIOUS METALS AND ALLOYS FORMS (IAF FORM 520)	6.77	4.29	.29	82.71	95
F 153	MOUNT CASTS ON ARTICULATORS USING HARD MATERIAL MOUNTING INDEXES	12.78	2.25	.29	83.00	
F 156	PAINT MOLDS WITH TINFOIL SUBSTITUTES	5.26	5.41	.28	83.29	
I 256	REPAIR METAL CROWNS	12.03	2.36	.28	83.57	
K 301	FINISH AND POLISH ORTHODONTIC APPLIANCES	3.76	7.50	.28	83.85	
C 57	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	9.02	3.11	.28	84.13	100
F 155	PACK FLASKED APPLIANCES	4.51	6.19	.28	84.41	
L 325	FABRICATE SPLINTS TO INCLUDE ARCHBARS	6.02	4.60	.28	84.69	
J 283	POSTSOLDER METAL FRAMES FOR PORCELAIN FUSED TO METAL RESTORATIONS	9.02	2.88	.26	84.95	
C 52	ANALYZE WORKLOAD REQUIREMENTS	4.51	5.76	.26	85.21	
J 270	APPLY METAL CONDITIONERS	7.52	3.32	.25	85.46	105
M 217	SOLDER METAL FRAMEWORKS OF RPD'S USING OXYGEN-GAS TORCHES	6.02	4.14	.25	85.71	
E 122	PREPARE QUARTERLY AREA DENTAL LABORATORY REPORTS	3.76	6.52	.25	85.95	
F 177	TRANSFER DESIGN ONTO MASTER CASTS FROM DIAGNOSTIC CASTS FOR OTHER THAN REMOVABLE PARTIAL DENTURES (RPD)	3.76	6.46	.24	86.20	
I 253	POLISH ACRYLIC FACINGS OR PONTICS	4.51	5.32	.24	86.44	
E 117	MAKE ENTRIES ON RECORD OF DENTAL ATTENDANCE FORMS (IAF FORM 644)	5.26	4.42	.23	86.67	110
C 55	EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	3.76	6.05	.23	86.90	
J 285	PREPARE METAL FRAMES FOR PORCELAIN FUSED TO METAL RESTORATIONS	11.28	2.00	.23	87.12	
F 158	PUR AND TRIM DIAGNOSTIC CASTS	7.52	2.98	.22	87.34	
J 280	PERFORM PREVENTIVE MAINTENANCE ON DENTAL CERAMIC EQUIPMENT	8.27	2.59	.21	87.56	
J 287	REPAIR OR REPLACE DAMAGED CERAMIC RESTORATIONS	8.27	2.57	.21	87.77	115
K 294	BEND WIRE FOR ORTHODONTIC APPLIANCES	3.76	5.61	.21	87.98	
I 240	FABRICATE ACRYLIC RESIN VENEER USING SELF-CURING ACRYLIC TECHNIQUE	2.26	9.35	.21	88.19	
K 293	ATTACH WIRES TO CASTS FOR ORTHODONTIC APPLIANCES	3.01	6.72	.20	88.40	
D 94	MAINTAIN STUDY REFERENCE FILES	3.76	5.36	.20	88.60	
F 134	DEFLASK PROCESSED APPLIANCES	4.51	4.35	.20	88.79	120

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A 6	DEVELOP WORK METHODS OR PROCEDURES	9.77	1.96	.19	88.98
F 160	PREPARE CASTS FOR FLASKING	5.26	3.61	.19	89.17
B 34	DIRECT MAINTENANCE OR UTILIZATION OF FACILITIES OR WORK AREAS	5.26	3.50	.18	89.36
F 132	CHARACTERIZE TOOTH ARRANGEMENTS	6.77	2.69	.18	89.54
H 198	BEAD MAXILLARY CAST	5.26	3.41	.18	89.72
I 257	SOLDER FIXED PARTIAL DENTURE COMPONENTS USING OVENS	8.27	2.07	.17	89.89
A 9	ESTABLISH PERFORMANCE STANDARDS	4.51	3.70	.17	90.06
J 291	WAX PATTERNS DIRECTLY TO SUBSTRUCTURE SHAPE (NO FULL CONTOUR WAX-UP)	6.02	2.71	.16	90.22
I 241	FABRICATE SWING-LOCK RPD'S	3.01	5.27	.16	90.38
B 30	DIRECT DEVELOPMENT OR MAINTENANCE OF STATUS BOARDS, GRAPHS, OR CHARTS	1.50	10.40	.16	90.54
D 76	CONDUCT RESIDENT COURSE CLASSROOM TRAINING	3.01	5.06	.15	90.69
E 103	INVENTORY EQUIPMENT, TOOLS, OR SUPPLIES	3.76	4.05	.15	90.84
H 214	PREPARE CASTS FOR CORRECTED CAST TECHNIQUES	1.50	10.11	.15	90.99
F 129	BOIL OUT WAX FROM MOLDS	6.77	2.18	.15	91.14
C 62	EVALUATE PROCEDURES FOR STORAGE, INVENTORY, OR INSPECTION OF PROPERTY ITEMS	2.26	6.51	.15	91.29
E 115	MAKE ENTRIES ON ISSUE/TURN-IN REQUEST FORMS (AF FORM 2005)	2.26	6.47	.15	91.43
B 43	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	7.52	1.91	.14	91.58
I 237	DEPLATE (STRIP) CROWNS OR INLAYS	4.51	3.10	.14	91.72
I 239	FABRICATE ACRYLIC RESIN VENEER USING DRY HEAT CURED ACRYLIC TECHNIQUE	.75	18.52	.14	91.85
I 245	HEAT TREAT GOLD ALLOY CASTINGS	5.26	2.63	.14	91.99
G 182	ADAPT PALATAL RELIEF MATERIALS ONTO CAST	2.26	6.08	.14	92.13
E 104	ISSUE SUPPLIES	3.76	3.62	.14	92.27
K 305	PERFORM SOLDERING PROCEDURES ON ORTHODONTIC APPLIANCES	3.01	4.44	.13	92.40
C 59	EVALUATE INSPECTION REPORTS OR PROCEDURES	3.01	4.39	.13	92.53
I 244	GOLD PLATE CROWN OR FIXED PARTIAL DENTURES	1.50	8.64	.13	92.66
A 17	PLAN WORK ASSIGNMENTS	8.27	1.57	.13	92.79
D 88	EVALUATE OUT TRAINERS OR TRAINEES	5.26	2.42	.13	92.92
F 163	PREPARE IMPRESSIONS FOR POURING DIAGNOSTIC CASTS OR MASTER CASTS	4.51	2.81	.13	93.05
F 145	FABRICATE VERTICAL BITE OPENERS	4.51	2.81	.13	93.17
F 159	POUR AND TRIM MASTER CASTS	5.26	2.39	.13	93.30
C 53	ENDORSE AIRMAN PERFORMANCE REPORTS (APR)	6.77	1.81	.12	93.42
F 162	PREPARE FRACTURED AREAS OF DENTURES TO RECEIVE NEW ACRYLIC MATERIAL	2.26	5.40	.12	93.54
I 254	POUR MASTER CASTS WITH REMOVABLE DIES	5.26	2.17	.11	93.66
A 16	PLAN SECURITY PROGRAMS	1.50	7.54	.11	93.77
D 83	DETERMINE TRAINING REQUIREMENTS OTHER THAN FOR RESIDENT COURSES	1.50	7.46	.11	93.88
F 133	CLEAN AND PREPARE MOLDS FOR PACKING	3.76	2.98	.11	93.99
A 23	REVIEW UNIT EMERGENCY OR DISASTER PLANS	5.26	2.12	.11	94.11
F 140	FABRICATE NIGHT GUARDS	3.76	2.91	.11	94.22
F 146	FINAL FINISH AND POLISH ACRYLIC PRODUCTS	3.76	2.88	.11	94.32
H 208	PAINT CAST SEALER	3.76	2.82	.11	94.43
C 56	EVALUATE BUDGETING OR FINANCIAL REQUIREMENTS	2.26	4.64	.10	94.53
E 111	MAKE ENTRIES ON CIVILIAN TIMECARDS	.75	13.89	.10	94.64
C 61	EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	4.51	2.28	.10	94.74
F 161	PREPARE CASTS OR MATRICES FOR DENTURE REPAIR	3.76	2.72	.10	94.84

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Job Title	3.76	2.63	.10	94.94	165
D 96 PLAN OJT	3.76	2.63	.10	94.94	165
I 225 APPLY AND FIRE OVER-GLAZE TO MANUFACTURED PORCELAIN PONTICS OR FACINGS	4.51	2.19	.10	95.04	
F 144 FABRICATE SURGICAL STENTS AND SPLINTS (ITEMPLATES)	3.76	2.62	.10	95.14	
J 290 STAIN PORCELAIN RESTORATIONS USING OPAQUE MODIFIERS	6.02	1.63	.10	95.24	
B 36 DRAFT OR WRITE CORRESPONDENCE	3.76	2.57	.10	95.33	170
D 77 CONDUCT SAFETY TRAINING	3.76	2.49	.09	95.43	
A 24 SCHEDULE LEAVES, PASSES, OR TDY'S	5.26	1.78	.09	95.52	
A 11 ESTABLISH WORK SCHEDULES	5.26	1.77	.09	95.61	
E 124 RESEARCH SUPPLY CATALOGS	1.50	5.90	.09	95.70	
F 147 FLASK PROSTHETIC APPLIANCES FOR PROCESSING	3.01	2.95	.09	95.79	
F 150 MAKE ADJUSTMENTS TO IMPRESSION TRAYS, SUCH AS STRENGTHENING OR PERFORATING	2.26	3.89	.09	95.88	175
D 73 ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	4.51	1.94	.09	95.97	
A 5 DEVELOP SELF-INSPECTION PROGRAMS	5.26	1.64	.09	96.05	
K 299 FABRICATE LINGUAL ARCHES	2.26	3.76	.08	96.14	
A 13 PLAN EQUIPMENT OR FACILITY MAINTENANCE REQUIREMENTS	3.76	2.23	.08	96.22	
G 103 ADAPT PREFABRICATED DENTURE BUCCAL (GINGIVAL) COMPONENTS ONTO CASTS	.75	11.11	.08	96.31	180
K 296 FABRICATE ACRYLIC ORTHODONTIC APPLIANCES	2.26	3.70	.08	96.39	
J 289 STAIN PORCELAIN RESTORATIONS USING INTRINSIC STAINS (INTERNAL)	5.26	1.55	.08	96.47	
I 235 CONSTRUCT STONE DIES	4.51	1.80	.08	96.55	
C 66 EVALUATE UNIT EMERGENCY PLANS	2.26	3.51	.08	96.63	
C 71 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	.75	10.42	.08	96.71	185
B 38 IMPLEMENT SAFETY PROGRAMS	3.01	2.51	.08	96.78	
F 173 SHAPE AND ADAPT MANUFACTURED ACRYLIC RESIN VENEER	2.26	3.34	.08	96.86	
B 31 DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	3.01	2.48	.07	96.93	
D 81 DETERMINE OJT TRAINING REQUIREMENTS	3.76	1.97	.07	97.01	
E 106 MAINTAIN FEDERAL SUPPLY CATALOG AND CHANGE BULLETINS	2.26	3.22	.07	97.08	190
I 228 CAST ALLOYS ELECTRICALLY FOR FIXED PROSTHESES	2.41	2.41	.07	97.15	
F 148 HEAT CURE ACRYLIC APPLIANCES	3.01	2.23	.07	97.22	
F 168 REPAIR FRACTURED OR BROKEN APPLIANCES USING HEAT CURE METHOD	.75	8.89	.07	97.29	
A 1 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	3.76	1.74	.07	97.35	
F 170 REPLACE BROKEN OR MISSING ARTIFICIAL TEETH ON COMPLETE OR PARTIAL DENTURE BASES	2.26	2.89	.07	97.42	195
A 15 PLAN SAFETY PROGRAMS	3.01	2.12	.06	97.48	
E 109 MAINTAIN TOOTH INVENTORY MANAGEMENT (TIM) FILE FOLDERS	2.26	2.79	.06	97.54	
B 26 CONDUCT BRIEFINGS	3.76	1.60	.06	97.60	
E 120 MAKE ENTRIES ON REQUEST FOR ISSUE OR TURN-IN FORMS (TOO FORM 1150 OR AF FORM 1801)	2.26	2.64	.06	97.66	
K 308 REPAIR BROKEN ORTHODONTIC APPLIANCES (ACRYLIC)	2.26	2.56	.06	97.72	200
C 67 EVALUATE WORK SCHEDULES	2.26	2.51	.06	97.78	
C 63 EVALUATE SAFETY PROGRAMS	2.26	2.48	.06	97.83	
K 306 PERFORM ORTHODONTIC TRIM OF DIAGNOSTIC CASTS	2.26	2.44	.05	97.89	
K 300 FABRICATE REMOVABLE SPACE MAINTAINERS	2.26	2.40	.05	97.94	
D 86 DEVELOP TRAINING AIDS	3.76	1.41	.05	98.00	205
F 167 REMOVE STONE TEETH FROM CASTS	3.01	1.76	.05	98.05	
F 169 REPAIR FRACTURED OR BROKEN APPLIANCES USING SELF-CURING ACRYLICS	3.01	1.74	.05	98.10	
B 25 ASSIGN PERSONNEL TO DUTY POSITIONS	2.26	2.28	.05	98.15	
B 47 SUPERVISE CIVILIAN PERSONNEL	3.01	1.70	.05	98.21	

C 58	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	3.01	1.62	.05	98.25	210
6 190	PREPARE POSTERIOR PALATAL SEALS	2.26	2.15	.05	98.30	
A 8	ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	2.26	2.04	.05	98.35	
M 309	REPAIR BROKEN ORTHODONTIC APPLIANCES (METAL PORTIONS)	1.50	3.01	.05	98.39	
B 42	INITIATE PERSONNEL ACTION REQUESTS, SUCH AS ASSIGNMENT/ PERSONNEL ACTION FORMS (AF FORM 2095)	1.50	2.86	.04	98.44	
A 2	DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	3.01	1.38	.04	98.48	215
M 295	DESIGN ORTHODONTIC APPLIANCES ACCORDING TO DENTAL OFFICER'S PRESCRIPTION	.75	5.19	.04	98.52	
M 297	FABRICATE FIXED SPACE MAINTAINERS	2.26	1.69	.04	98.56	
G 186	ARRANGE ARTIFICIAL TEETH IN WAX FOR CENTRIC OCCLUSION	1.50	2.53	.04	98.59	
D 89	EVALUATE TRAINING MATERIALS OR AIDS	2.26	1.67	.04	98.63	
D 98	PREPARE TRAINING REPORTS	1.50	2.50	.04	98.67	220
C 70	WRITE CIVILIAN PERFORMANCE REPORTS OR SUPERVISORY APPRAISALS	.75	4.85	.04	98.70	
F 131	CHARACTERIZE (PESTOON) DENTURE BASES	2.26	1.60	.04	98.74	
D 79	CONDUCT TRAINING CONFERENCES OR BRIEFINGS	2.26	1.52	.03	98.78	
B 50	SUPERVISE DENTAL LAB TECHNICIANS (AFSC 98270)	1.50	2.23	.03	98.81	
J 273	CAST METAL SUBSTRUCTURES USING INDUCTION CASTING MACHINE	2.26	1.47	.03	98.84	225
M 302	FINISH AND POLISH ORTHODONTIC DIAGNOSTIC CASTS	.75	4.25	.03	98.87	
M 306	POUR ORTHODONTIC IMPRESSION USING ORTHODONTIC BASE FORMER	.75	4.25	.03	98.91	
B 27	CONDUCT STAFF MEETINGS	2.26	1.41	.03	98.94	
B J 284	PREPARE DIES FOR PORCELAIN JACKET CROWNS	2.26	1.40	.03	98.97	
I 255	REPAIR ACRYLIC FACINGS ON VENEER CROWNS	.75	4.13	.03	99.00	230
C 68	INVESTIGATE ACCIDENTS OR INCIDENTS	2.26	1.37	.03	99.03	
D 90	EVALUATE TRAINING METHODS OR TECHNIQUES	1.50	2.03	.03	99.06	
E 112	MAKE ENTRIES ON CUSTODIAN REQUEST/RECEIPT FORMS (AF FORM 6018)	1.50	1.96	.03	99.09	
D 78	CONDUCT SECURITY TRAINING	2.26	1.28	.03	99.12	
G 187	FABRICATE REMOUNTING INDEXES	.75	3.67	.03	99.15	235
C 60	EVALUATE JOB DESCRIPTIONS	2.26	1.20	.03	99.18	
D 92	IMPLEMENT OR DIRECT OJT TRAINING PROGRAMS	1.50	1.78	.03	99.20	
E 110	MAINTAIN TOOTH ORDER CONTRACTS	1.50	1.78	.03	99.23	
B 39	IMPLEMENT SECURITY PROGRAMS	1.50	1.78	.03	99.26	
B 40	IMPLEMENT SELF-INSPECTION PROGRAMS	2.26	1.18	.03	99.28	240
B 41	IMPLEMENT SUGGESTION PROGRAMS	1.50	1.77	.03	99.31	
A 22	PREPARE UNIT ORIENTATION PROGRAM	1.50	1.76	.03	99.34	
D 87	EVALUATE INSTRUCTOR PERFORMANCE	1.50	1.74	.03	99.36	
L 312	FABRICATE LEFT PALATE ORTHODONTICS	2.26	1.16	.03	99.39	
F 143	FABRICATE SOFT MOUTH GUARDS	2.26	1.14	.03	99.41	
E 105	MAINTAIN AF MEDICAL MATERIEL LETTER (AFMML) FILES	1.50	1.71	.03	99.44	245
E 116	MAKE ENTRIES ON NON-NSN REQUISITION (MANUAL) FORMS (DD FORM 1348-6)	1.50	1.71	.03	99.46	
H 201	CONSTRUCT TREATMENT (TRANSITIONAL OR TEMPORARY) RPD'S	.75	3.28	.02	99.49	
R 303	INSPECT ORTHODONTIC APPLIANCES	.75	3.25	.02	99.51	
D 82	DETERMINE RESIDENT COURSE TRAINING REQUIREMENTS	2.26	1.06	.02	99.54	250
G 189	PERFORM SELECTIVE GRINDING PROCEDURES ON COMPLETE DENTURES	.75	2.87	.02	99.56	
E 114	MAKE ENTRIES ON INVENTORY ADJUSTMENT VOUCHER FORMS (AF FORM 85)	1.50	1.37	.02	99.58	
A 20	PREPARE BRIEFINGS	1.50	1.27	.02	99.60	
I 260	TRIM DIES	.75	2.50	.02	99.62	
J 267	ADAPT PLATINUM OR GOLD MATRIX FOR PORCELAIN JACKET CROWNS	2.26	.82	.02	99.64	255

98230/50 ARMEN IN AREA DENTAL LAB

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OCCUPATIONAL ANALYSIS PROGRAM  
USAFOMC (ATC) RANDOLPH AFB TX

B16

J 286 REMOVE PLATINUM OR GOLD MATRIX FROM FIRED PORCELAIN  
JACKET CROWNS

G 185 ARRANGE ARTIFICIAL TEETH IN WAX FOR BALANCED ECCENTRIC  
OCCLUSION

D 99 PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT

D 93 IMPLEMENT OR DIRECT RESIDENT TRAINING PROGRAMS

F 125 BEAD AND BOX IMPRESSIONS

K 307 PREPARE WESLING SET UPS

G 184 ADAPT PREFABRICATED PALATAL DENTURE COMPONENTS ONTO CASTS

G 188 PERFORM PREVENTIVE MAINTENANCE ON EQUIPMENT USED ON  
COMPLETE DENTURES

D 91 EVALUATE TRAINING PROGRESS OR RESIDENT COURSE STUDENTS

A 4 DEVELOP ORGANIZATIONAL CHARTS

C 65 EVALUATE SUGGESTIONS

E 121 ORDER SUPPLIES USING TELEPHONE PROCEDURES

F 139 FABRICATE CUSTOM IMPRESSION TRAYS

E 119 MAKE ENTRIES ON REPORT OF SURVEY FORMS (DD FORM 200)

B 37 IMPLEMENT COST REDUCTION PROGRAMS

F 165 RELINE COMPLETE OR PARTIAL DENTURES USING HEAT CURE  
(FLASK) METHOD

F 166 RELINE COMPLETE OR PARTIAL DENTURES USING SELF-CURE (JIG)  
METHOD

A 7 DRAFT BUDGET OR FINANCIAL REQUIREMENTS

A 21 PREPARE JOB DESCRIPTIONS

B 32 DIRECT MAINTENANCE OF PUBLICATION LIBRARIES

C 64 EVALUATE SECURITY PROGRAMS

D 72 ADMINISTER TESTS

D 84 DEVELOP PERFORMANCE TESTS

D 102 WRITE TEST QUESTIONS

A 10 ESTABLISH PUBLICATION LIBRARIES

G 191 REMOUNT CASTS

L 324 FABRICATE RADIATION STENTS

B 28 CONDUCT SYMPOSIUMS, CONFERENCES, OR WORKSHOPS

B 35 DRAFT HIGHER HEADQUARTERS DIRECTIVES

B 44 MAINTAIN CONTINGENCY PLANS

D 100 SCORE TESTS

D 101 SELECT INDIVIDUALS FOR SPECIALIZED TRAINING

F 141 FABRICATE OCCLUSION RIMS

F 142 FABRICATE OR ADAPT BASEPLATES

F 152 MOUNT CASTS ON ARTICULATORS USING FACE BOW TRANSFERS

L 311 FABRICATE CASTS FROM IMPRESSIONS FOR FACE MASKS

L 314 FABRICATE EAR PLUGS

L 318 FABRICATE INCLINED PLANE

F 179 MAX-UP AND CONTOUR DENTURE BASES

A 19 PREPARE AGENDA FOR SYMPOSIUMS, CONFERENCES, OR WORKSHOPS

B 49 SUPERVISE DENTAL LAB SUPERINTENDENTS (AFSC 98290)

B 51 SUPERVISE MILITARY PERSONNEL OTHER THAN AFS 982X0

C 54 ENDORSE CIVILIAN PERSONNEL REPORTS

D 74 ASSIGN RESIDENT COURSE INSTRUCTORS

D 85 DEVELOP RESIDENT COURSE OR CAREER DEVELOPMENT COURSE (COC)

D 97 PREPARE LESSON PLANS

2.26 .82 .02 99.65

1.50 1.23 .02 99.67

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